



# Future Farmers

## Company Profile

*"Qualifying young people  
by creating opportunities  
to become competent and  
valuable commercial farm  
managers and successful  
farmers in their own right"*

**2023**

# Our Story

The Future Farmers Foundation was established by Judy Stuart in 2006. During her years as a dairy farmer, Judy had the opportunity to meet many young people from rural communities with a passion for farming, but with no financial means to support their interest. She knew that with the right structures in place, apprenticeships on farms would allow disadvantaged youth to step up onto the ladder of education and work experience which could transform their lives. The Future Farmers Foundation gained NPO status in 2011.

Today, Future Farmers places learners on farms through an apprenticeship system where they gain valuable experience. Starting on the lowest wage, these apprentices work their way up as their skills and abilities improve. The apprentices are evaluated by their employers and by a Future Farmers mentor.

After the practical experience, the apprentices who excel in their work may be selected to do a years' internship abroad, where they are exposed to high quality work standards and work ethics, which will enable them to become future leaders in their communities.

The programme offers 12 month internships in countries that include Australia, New Zealand, and the USA. The goal is for the interns to learn advanced skills and learn about different cultures and countries. They return to South Africa to the benefit of their communities, agriculture at large, and of course their personal careers.

# Our Mission

Our mission is to empower the disadvantaged youth of South Africa who are passionate about pursuing careers in agriculture. We do this by offering the soft skills training and mentoring necessary to achieve their career goals, as well as to create opportunities for them to acquire the practical skills to become successful leaders in the agricultural industry.

# Our Vision

Our vision is to become the leading non-profit organisation in South Africa to facilitate agricultural apprenticeships for rural disadvantaged youth, resulting in skills growth, increased employment, poverty reduction and increased national and international food security, by developing competent and valuable farmers and farm managers.



# Our Values

At Future Farmers we take our values seriously, and all of our work is underpinned by our foundational values: Passion, Integrity, Positivity and Individual Growth

## Passion

Without an authentic passion for what one is doing in life, it will be challenging to lead a life that is fulfilling and of value to oneself. At Future Farmers we work specifically with young people who have a passion for agriculture, who thrive on working in a varied environment and who invite challenges as opportunities for growth. Similarly, the people who work in our offices are passionate about helping and training young people, and passionate about levelling the playing field for those who are willing and ready to work hard and carve a place for themselves in the world.

## Integrity

Being a person of integrity is a core value for Future Farmers, as is being an organisation of integrity. Being honest, owning ones mistakes, always being transparent and sincere are qualities that all employers value.



## Positivity

In a world of challenges, a positive attitude goes a long way. When Judy Stuart first started talking to farmers about creating apprenticeships for rural youth, she was met with "Nice idea, but it'll never work". Judy refused to be brushed off and with a positive can-do attitude she went ahead and started making connections, trying new ideas and establishing partnerships until it worked so well that Future Farmers was placing 100 apprentices a year on farms nationally and internationally. Positivity, particularly when times are challenging, is a key value within Future Farmers as an organisation and is instilled in our apprentices from the get-go.

## Individual Growth

Each person that works with Future Farmers is an individual, and as such we don't believe in a 'one size fits all' approach to learning and work. People have their own interests and ideas that drive them and create their unique journeys. To truly love their work they need to have their passions nurtured through flexibility and different learning opportunities. It is in this way that individuality is supported and encouraged at Future Farmers.



# Meet the Team



# What We Do

## The Work Integrated Learning Programme

Through a 4 Phase approach, Future Farmers aims to take on young people as apprentices who are placed on farms all around South Africa. This is called the **Work Integrated Learning (WIL) Programme**.

In **Phase 1**, candidates apply and are interviewed to assess their suitability and so that they can understand the programme better and decide if it suits their needs.

In **Phase 2**, when candidates are accepted, they work an apprenticeship in South Africa. If candidates have a tertiary qualification related to agriculture, the apprenticeship is 2 years, if they have a matric certificate, it is five years. Apprentices learn practical farming skills and undergo a number of theory based courses in a range of subjects.



## Future Farmers International Programme



When apprentices successfully complete their 2-year contracts, they enter into **Phase 3**. Not all apprentices will move into Phase 3, as they must have proven themselves to be a person of integrity with an excellent work ethic that is supported by testimonies from their employers. Some apprentices also stay on with their current employers if they have settled in well and others move on to other work opportunities in South Africa.

For successful apprentices who have developed good communication skills, enjoy working with other people and are prepared to meet high standards of performance, Future Farmers works to place them on our International Programme. Interns spend one year abroad in the USA, New Zealand or Australia.

Interns experience farming on a whole new level, particularly as international farms operate using far less labour and are often more mechanised. They come back confident, versatile people who have learned new skills, and understand farming and relationships with employers and colleagues with a fresh perspective.

Interns have all their costs sponsored as a loan with Future Farmers, and as they start to earn they pay back their loans. This typically takes around 4 months, as they earn well overseas. The repaid funds are used to send the next intern overseas, creating a rolling system of funding.



When an intern returns after their year abroad, they enter **Phase 4**. Most find management positions and some return to the farms where they did their initial apprenticeship as their employers are eager to have them back. Many have savings that allow them to study further, typically finance courses, which bolster their employability even more.

## Future Ready Programme



The Future Ready Programme is a new 12 month training series. It has been designed around a need for apprentices to become more prepared for the formal work environment, through the feedback and experiences of apprentices and farmers over several years.

It is easy to take for granted that all young people should understand interview etiquette for example, but in reality not everyone is afforded exposure to job interviews or training on this during their school years. Likewise if a person needs to leave a job for a new opportunity, being trained in how to resign and how to ensure one leaves an employer on a good note with a positive relationship is important.

### There are 10 modules:

- How to write a CV
- Job Interviews
- How to be an employee
- Resignation
- Personal Finances
- Introduction to Health and Safety
- Communication
- Social Media Management
- Environmental Awareness
- Giving Back
- What's Next: Career Development Strategy



**We set people  
up for success!**



# Impact

The Future Farmers Foundation has had a profound impact over the 17 years it has been operational. A lot has changed since the early days though, and after we became a registered NPO in 2011 we were able to expand our operations to increase our impact.

We have **3341**  
Future Farmer members.

What this means is that we have **3341 people registered on our database** who still receive communications from us. Each one of these people entered the Future Farmers programme either as an apprentice or an intern. Every member is able to reach out to Future Farmers when they need assistance, and if we don't hear from members, generally it means they are successfully employed and no longer need support from us.

Since 2016 we have  
placed **\*720** apprentices  
on farms in South Africa.

WIL has been running for 6 generations, and was established in 2016. Annually, we place a minimum of 100 apprentices on farms, with approximately \*20 replacement apprentices for those who find other jobs or who decide farming is not for them.



Since 2015 we have  
placed **150**  
on farms internationally.

Through our International Programme, we have sent 150 people who have completed their apprenticeships over to the USA, Australia and New Zealand to spend a year working on large-scale farms. This means that in 8 years we've facilitated the entry of 150 qualified and experienced young farmers back into the South African economy. In particular, we've helped people who would never have been accepted into South African institutions of tertiary agricultural studies due to the invisible barriers of their educational and financial backgrounds. For us, this is a huge success as our programme is an example of how transformation and breaking down of barriers of disadvantage can take place.



# Our Supporters

The Future Farmers Foundation has been fortunate to have received financial support from some incredible organisations. As an NPO, we rely on funding to keep young Future Farmers in apprenticeships, adding 120 new agriculturally skilled people into the industry annually.



Everyone A Changemaker™



Howard's Travel Desk  
TRAVEL CONCIERGE





# Awards & Recognition

## The Future Farmers Foundation & Judy Stuart

Over the past 17 years, CEO Judy Stuart and the Future Farmers Foundation have been awarded and recognised for the work they do. Judy is quick to highlight that the awards she wins are also the awards of the Future Farmers Foundation and all the young people who have worked hard to come through the programme successfully.

- SA Stud Book and Land Bank award for Aid to Emerging Farmers.
- **2012** Shoprite/Checkers Women of the Year Heroes of the Future – Socio-Economic Business Developers
- **2013** Ashoka Innovators for the Public Fellowship. "In recognition of her vision, commitment and innovative solutions to some of society's most pressing problems"
- Appreciation Award from All Future Farmers
- **2014** KZN Young Achievers Awards – In recognition of the contribution made towards the development of youth and communities of KwaZulu Natal.
- Award from Landbou Weekblad for mentorship.
- **2015** Inyathelo Philanthropy Awards, Award for Philanthropy in Economic Development
- **2018** Kwanalu Meritorious Award in acknowledgement and recognition of meritorious, dedicated, committed and faithful service to organised agriculture.
- **2018** Klaus J Jacobs Awards – Social Engagement
- **2018** Standard Bank Merit Awards in Agriculture @ Alfa 2018 – Future Award
- **2021** Standard Bank – KZN Top Business Women
- **2023** Standard Bank - KZN Top Business Awards Nominee (winners announced September 2023)

## In the Media

*\*Click on the link below to read the article*

- **Future Farmers opens international doors for aspiring young farmers**
- **#YouthMonth: Helping our youth become the farmers of the future**
- **Judy Stuart – Future Farmers Foundation**
- **Future Farmers founder honoured with international award**
- **Young farm manager has ambitions higher than the Drakensberg**
- **Future Farmers opens international doors for aspiring young farmers**
- **'I was destined for this,' believes aspiring dairy farmer**
- **Future Farmer: Motaung Maxwell Motlalepule**
- **Future Farmer: Mlungisi Mtezankuni**
- **Future Farmer: Nonhlelo Mhlongo**
- **Farming opportunities for passionate youngsters come to the Free State**
- **Young farmer's passion helps him weather the storm**
- **Meet the man with the coolest job in SA agriculture**
- **Mentor farmer is sharing his privilege**
- **No milk and honey for Mzansi dairy industry**
- **Future Farmer: Sinthemba Mtangayi**
- **Lungelo Mathenjwa se missie is om boere te help**
- **New addition to the SASC family**



# Financial Information

## Public Benefit Organisation

The Future Farmers Foundation Trust is a registered Public Benefit Organisation: 930059989

## B-BBEE Procurement Recognition Level 1

The Future Farmers Foundation Trust is a Section 18A PBO and is registered as B-BBEE Level 1. We are authorised to issue Section 18A tax deductible receipts to donors.

## Non-Profit Organisation

The Future Farmers Foundation Trust is a registered Non-Profit Organisation: 120-404 NPO

## Auditing Information

The Future Farmers Foundation Trust annual financials are prepared internally by Sandra Naidoo, and subsequently checked by John Ade, part of our financial team. The annual financials are audited by:

**GC Ford Inc**  
**4 Mahogany Court**  
**Redlands Estate**  
**Pietermaritzburg**  
**033 394 7616**

**\*Audited Financials available on request.**

## The Future Farmers Foundation Trust Board

The appointed Board of Trustees that have overall responsibility for the management of the organisation are as follows:



**Kevin Barnsley**  
Barnsley Farming



**Judy Stuart**  
CEO & Founder Future Farmers



**Ntsikelelo Baleni**  
Manager Far End Farms



**Chris Burgess**  
Editor Landbouweekblad



**Lasse Jakobsen**  
Vice President Protekta



**Sebenzile Mkhize**  
Selemo Valley Farms  
Head of Planning



# Testimonials

## Mike O'Keeffe - Program Manager Ohio State University Intern Program



"We have some excellent students from your program who are great ambassadors for Future Farmers and for South Africa. If you're a stakeholder, we want you to know that we have an excellent structure for the students coming up here, they are put into safe places, they learn a lot, they grow up, they learn a lot of life experiences, and we really appreciate the support you give to Future Farmers in making dreams come true for young people. They earn good money when they are up here in their experience and they can pay back their stipend quickly, and we hope to get many more future students from the Future Farmers.

For the students: please apply! We need more of you who are focussed and want to learn some life skills up here in the States! Thank you, we look forward to getting more Future Farmers from South Africa".

## Nokwanda Zungu Ohio State University Intern Corso's Horticulture



"I first joined Future Farmers in 2016 when I was still a student doing my diploma in Farming Management. In 2017 I then moved to Howick to do my in-service training at Waters Edge Farm where I met Mr Nkanyiso Pungula. He shed more light for me about Future Farmers, which led to me attending my first ever Future Farmer's Day at Cedara College, where I met other Future Farmers members, and I met Farmers who help students with work experience.

In 2017 I moved and joined the WIL internship which placed me on a farm in Pietermaritzburg, Shazini Farm where I got 8 months experience learning more about vegetable production and cattle farming. After that, I applied for an overseas internship which I was successful in getting, and I went to study through the Ohio State University. I was placed with Corso's

# Testimonials

Horticulture in Sandusky, Ohio, and my internship was split into three sections. Firstly, I learned about planting, propagation, and production from when the plant is young to being ready to ship. Secondly, I learned about chemical application, including safety. Thirdly, I learned about the shipping of plants. I had the opportunity to visit different places in the US, to see other farms and to attend AmericanHort, which is like the biggest event in the States or networking in the horticultural industry, I made many friends at AmericanHort.

I would like to thank everyone at Future Farmers, from management through to everyone in the office. It was such a great opportunity, both in South Africa and the US, and it's allowed me to meet so many people, I gained something quite extraordinary. I'd like to thank Fiona for checking on me when I was in the States, I could ask her anything at any time, and Judy for everything that she does for us a students. Thank you to Mr Pungula, to Shazini Farm and to the Ohio State University. I'd especially like to thank Corso's for allowing me to raise the South African flag as the first South African student they have ever received, and I am proud to say that because of their experience with me they are happy to take more students from South Africa.

## **Prinesh Lutchman** **Ohio State University Intern** **KWS Seeds**



I contacted Future Farmers Foundation as an aspirant farmer while pursuing my national diploma in agricultural management, after reading a FB article about the fantastic opportunities that they offer to hard working and committed agriculturalists. My first interview the FFF was a wonderful experience, that made me feel optimistic and gave me more motivation to succeed within the field of agriculture.

Finding employment within seed manufacturing sector of the agricultural industry is challenging, but I got in touch with a generous agricultural company called Simply African Company who allowed me to work and gain experience on their farms. After 1,5 years of experience, the Future Farmers Foundation and the Ohio State University Internship programme worked to find a traineeship position for

# Testimonials

me in the specialized agricultural sector in the USA. I am now currently based in one of the largest seed breeding companies in the world named KWS, at a seed production station in Ogden, Utah!

I was welcomed by amazing people from KWS and it has been an honour to learn amongst the many technicians and scientists within this prestigious company. My knowledge and experience within the seed production and breeding industry has improved, I have developed and gained many new skills under farming and management practices such as fertilisation, pest and disease management, planting methods, tractor and implement uses, cross-pollination, leadership and teamwork. This has allowed me a better understanding of the importance of seed quality and genetics.

My main objective is to work in the seed production industry and inspire enthusiastic young farmers about the value of raising and providing high quality seed to farmers to tackle food insecurity. And that will be able to be accomplished thanks to this opportunity. Apart from my career growth, I have also gained an insight into the beauty of our world and the many amazing experiences it has to offer such as the people and their cultures, beautiful scenery, delicious

cuisines, awareness into the history of mankind and last but not least, driving on the other side of the road! Thank you for making this opportunity a reality, I would like to express my gratitude to Future Farmers Foundation in SA, the Saville Foundation, Simply African Seed Company, the Ohio State Programme team and KWS seeds. Thank you!

# Contact



**Howick Office (8 - 4pm)**  
**033 330 4322**

**Western Cape - Paarl (8 - 1pm)**  
**060 565 2268**  
**060 550 8729**



**Address:**  
**Block C, Office No 1 Centre**  
**White House Centre**  
**50 Main Street**  
**Howick**  
**3290**



**General Enquiries**  
**[pa@futurefarmers.org.za](mailto:pa@futurefarmers.org.za)**

**International Programme**  
**[office@futurefarmers.org.za](mailto:office@futurefarmers.org.za)**