



## COMPANY PROFILE

**Postal Address:**

P.O. Box 2752  
BROOKLYN SQUARE  
0075

**Tel:** (012) 460 2499

**Fax:** (012) 346 1019

**E-mail:** [info@manstrat.co.za](mailto:info@manstrat.co.za)

**Web:** [www.manstrat.co.za](http://www.manstrat.co.za)

## VISION



Integrated sustainable development through inspiration

## MISSION

To stimulate integrated sustainable development through the provision of knowledge, skills and the inspiration of creativity and innovation amongst the peoples of Southern Africa.

## AIMS AND OBJECTIVES

The aims and objectives of Manstrat are as follows:

- To identify, facilitate and develop competitive opportunities in the Development Sector.
- To develop institutional capacity in the Development Sector.
- To facilitate economically viable and sustainable development opportunities.
- To facilitate and implement sustainable integrated development projects.
- To promote SMME development that is geared towards the creation of wealth in the Development Sector.
- To guide the provision of appropriate services and the establishment of partnerships between the Development Sector, Government, Private Sector and International Organisations.
- To provide resources and information to the Development Sector.
- To facilitate human resource development via a variety of learning programmes and interventions.

## PROFILE

Manstrat is a Southern African based Agricultural and Human Resources Development consultancy firm - with its main office in Pretoria and an office in Botswana (Gaborone). The firm was established 23 years ago and has undertaken more than 300 projects in the agricultural, vocational education and training, and local economic development fields throughout Southern Africa. Specialist expertise also exists in the field of project management and services required by the SMME and Informal sectors.

The firm has wide experience in undertaking projects at policy, macro (national), regional, sectoral and organisational levels. It has a tradition of functioning in the developing environment and has focused its services on the development and growth of people from the disadvantaged groups and communities.

Currently the Pretoria Office has a full time staff complement of 43 people with an extended consultant network of more than 40 experts – rendering services as and where required.

Established in Pretoria in 1988 as a small partnership, the firm has since then expanded its capacity and range of services considerably. Manstrat Consultancy Services Botswana (Pty) LTD was for instance established in Gaborone to further facilitate the undertaking of projects within the wider Southern African region. Strong linkages and alliances were also established with other consultancy firms within the region. This capacity, together with a strong service and quality orientation, has been the key to the firm's proven track record and ability to respond to client and community needs in an efficient and effective manner.

### **BEE Profile**

The firm has a strong affirmative action and employment equity policy and programme. Since 1993 when the policy was introduced (at that stage the firm consisted of two white male staff members only), excellent progress has been made as reflected above.

BEE / HDI equity ownership in the firm consist of 55% shares as follows:

- 1 x Black Male Director (30% shares)
- 1 x Female Director (25% shares)

The employee profile (43 permanent staff members and 6 internship members) of Manstrat reflects 59% HDI status as follows:

- 21 x Black females (19 professional and 2 administrative)
- 10 x Black Males (professional)
- 5 x White females (4 professional – 1 financial administrative)
- 13 x White males (professional)

## STAFF PROFILE

The firm currently employs a full-time staff complement of 43 people in its Pretoria Office. Extensive use is further made of a network of specialists and experts in the agricultural, human resource development and community development fields. In this regard Manstrat has a working relationship with more than 40 experts that are utilised (if and where required) in the undertaking of assignments

### FULL-TIME PROFESSIONAL STAFF – PRETORIA OFFICE

Name	Qualification	Specialisation
Dr R P de Villiers Director of Manstrat	PhD Agriculture	Field of specialisation is <b>horticulture</b> and the wider spectrum of <b>Agriculture and Rural development</b> throughout Africa.
Mr G Mbawula Director Manstrat	Holds a HRD Diploma and has 15 years experience in the development sector	Specialisation field is <b>Rural and Community Development</b> extensive experience in the NGO/CBO sector
Mr J van der Linden Director of Manstrat	BA Hons Development Studies and Training Diploma	Field of specialisation is <b>development economics training, rural development, and capacity building</b> - 30 years experience.
Mr J Hoogenboezem	MSc Animal Science	Field of specialization is <b>Animal Husbandry</b>
Mr P Van Zyl	Hons Pol Science	Field of specialisation is <b>information management</b> .
Ms A Shokane	MAdmin from University of Pretoria, MTS from Harvard University and Junior Degree BSc Ed from University of Lesotho	Specialize in <b>Strategic and Project Management</b>
Ms B Bathobakae	National Diploma in Computer and Business Management	Specialize in <b>Data Capturing</b>
Ms P Maibelo	B Inst Agrar (Food Processing)	Field of specialisation is <b>food processing, food technology, and agri-businesses</b> .
Ms S Bendo	Hons Agric Economics	Field of specialization is <b>agric economics</b> .
Ms X Dhamini	Diploma Agriculture, BSc Agricultural Economics, Diploma Adult Education	Specialist in the field of <b>Agricultural Economics</b>
Mr M Mphahlele	B Com Economics and Statistics	Specialist in the field of <b>Economics and Statistics</b>
Mr H Ndlovu	BSc Agric Economics	Specialist in the field of <b>Economics</b>
Ms N Majova	B Agric Economics	Specialist in the field of <b>Economics</b>
Mr T Setshedi	BA Social Worker	Specialist in the field of <b>Social Work</b>
Ms G James-Manyama	Computer Training Certificate, Management and Leadership Certificate (NAFCOC)	Librarian and research assistant
Mr T De Ridder	BSc Biological Science and Hons in Environmental Science	Field of specialization is <b>Agricultural Economic Development</b>
Mr D Vilakazi	M Inst Agrar (Agricultural Economics)	Field of specialisation is <b>Animal Science</b>
Dr J Lapham	PhD in Crop Biology	<b>Crop Science</b>
Mr M Mason	B Uris Diploma and Building Society Institute	Field of specialisation is <b>financial viability and feasibility analysis</b> .
Ms M Van Staden	Diploma Pastel Accounting	Fields of Specialisation <b>Accounting and Payroll</b>
Ms A Madondo	National Diploma in Marketing	Field of specialization is <b>marketing</b> of fresh produce.
Mr V Victor	Trainer Diploma (SADF) and registered Pest and Weed Controller	Specialisation field is <b>hydroponic production systems</b> . Has 20 years experience in agricultural field both commercial and small scale farming.

<b>Name</b>	<b>Qualification</b>	<b>Specialisation</b>
Ms S Mahlangu	B Inst Agrar (Agronomy)	Field of specialisation is <b>agronomy</b> – vegetables, fruit, field crops, floriculture
Ms M Malefane	MSc Sustainable Agriculture and Rural Development	Fields of Specialisation are <b>Agriculture and Rural Development</b>
Ms M Cloete	M Inst Agrar (Plant Production)	Fields of specialisation are <b>Horticulture and Agricultural Extension</b>
Ms W Malatji	B Inst Agrar (Crop Protection)	Specialist in the field of <b>Crop Protection</b>
Mr D Pretorius	MSc in Soil Science	Field of Specialisation is the <b>Application of GIS in Natural Resource Management</b>
Ms P Duma	Diploma Geo database Development	Field of specialization is <b>Geo-environmental Database Development</b>
Ms D Bakgoeng	Hons Agricultural Economics	<b>GIS Data Capturing and Monitoring</b> specialist
Mr D van Zyl	BSc Geo-informatika	Specialist in the field of <b>Remote Sensing, Image Processing and Vegetation and Climate Monitoring</b>
Ms L Mahlangu	Certificate Animal Husbandry	<b>GIS Data Capturing and Monitoring</b> specialist
Ms C Jansen van Rensburg	BSc Agric (Animal Science)	Field of specialisation <b>is animal husbandry</b>
Ms Z Manyathela	National Diploma in Agriculture	Field of specialisation <b>is animal production</b>
Mr M Ntuli	BA Human Resources	Field of specialization is <b>Human Resource Development</b>
Mr V Victor	Computer Science	Specialist in the <b>Information Technology</b> field
Mr F van der Merwe	Diploma in Information Technology, Programming Diploma in Java Programming	Specialist in the <b>Information Technology</b> field
Ms K Malatetja	Diploma Information Technology	Fields of specialization <b>are Software and Internet Development</b>
Ms T Mongwai	BSc Computer Science	Fields of specialization are <b>Database developer and Administrator</b>
Mr M Combrinck	PSIRA grade D & E, Writing queries using MS SQL server 2008 Certificate – Netcampus, Programming with Microsoft Visual Basic .NET Certificate	Specialist in the field of <b>Information Technology</b>
Ms J Bekker	BA Visual Communication	Specialist in the <b>Graphic Design</b> field
Ms L Van Zyl	BA Visual Communications	Field of specialization is <b>Graphic Design</b>
Mr S Gumede	Information Technology	Field of specialization is <b>Software Engineering</b>
Mr M Mudzusi	Information Technology	Specialist in the field of <b>Information Technology</b>

# CLIENTS

## Human Resources Development

### GOVERNMENT DEPARTMENTS

The Botswana Government  
The Department of Labour  
The Department of Education  
The Department of Internal Affairs  
The Department of Economic Affairs  
Local Authorities Training Board  
The Department of Tourism  
The SA National Defence Force  
The National Training Board  
The Namibia Department of Education

### SPECIALIST TRAINING INSTITUTIONS

Association of Training Providers (ATP)  
Committee for Technical Colleges  
VEDCO (Vocational Education Company)  
Regional Training Centres (ie Skills Academy)  
Training Trusts (ie GTT, RTT, VTT, etc.)  
Industry Training Boards (various)  
Various Universities and Technikons  
Technical Colleges  
NGO's

### COMMUNITY ORGANISATIONS

Various Civic Organisations  
Rozenkrans Community (Batokwa)  
Kanana Community  
Stutterheim Development Forum  
KwaMhlangu Community Planning Group  
Mashishing (Lydenburg) Beehive Dev  
Clarkville (Bizana) Youth League  
Mabopane and Atteridgeville Dev Forums  
Qumbu Technical High School  
Sethebe Community Structure

### SECTOR EDUCATION AND TRAINING AUTHORITIES

ETASA  
PSETA  
FoodBev Seta  
ETDP SETA  
PAETA

### PARASTATAL & SEMI GOVERNMENT

The SETA for Secondary Agriculture  
The Northern Province Developmentorp  
MANDAB in former Bophuhatswana  
Development Bank of Southern Africa  
The Mpumalanga Development Corp.  
The National Economic Forum  
Metro Council  
The Tourism Board (various provinces)  
The Local Authorities Training Board  
German Technical Cooperation (GTZ)

### PRIVATE SECTOR ORGANISATIONS

NAFCOC  
Gencor Development Trust  
Perskor Paper Group  
Cementation Group  
SA Cyanamid  
Phalaborwa Mining Co  
D B Holdings - Botswana  
Botswana Building Society  
Sangari Group

### JOINT PROJECTS/CONSORTIUMS\*

Human Sciences Research Council  
Xcel  
Q Data  
BKS Group  
Various Universities  
Urban-Econ Development Economists  
GTZ (German International Aid)  
Africon  
Icon Institute (German consultants)

## **Agriculture**

### **AGRICULTURAL NATIONAL/MACRO STUDIES**

Development of NQF aligned Unit Standards and Qualifications for the Primary Agricultural Sector  
National Agricultural Productivity Study – Botswana  
National Study on Needs of Land Reform Beneficiaries

### **AGRICULTURAL FEASIBILITY STUDIES**

Anglo American  
Anglo Vaal  
Anglo Gold  
De Beers – DEBSWANA  
22 Commercial farming projects in RSA  
National Department of Agriculture  
Atamelang Agricultural Development Project  
Agisanang Agricultural Development Project  
Bakerville Agricultural Development Project  
Biesiesvlei Agricultural Development Project  
Coligny Agricultural Development Project  
Ga-motlatla Agricultural Development Project  
Grasfontein Agricultural Development Project  
Letsopa Agricultural Development Project  
Welverdiend Agricultural Development Project  
Wonderboom Irrigation Scheme  
Hoxane Irrigation Scheme  
Zuurbekom Farming Community Project  
Department of Higher Education (Namibia)  
Goldfields PTY LTD.

### **AGRICULTURAL NEEDS ASSESSMENTS**

Provincial Departments of Agriculture  
Agricultural Research Council of RSA - 8 projects  
Various Universities  
Atamelang Community  
Agisanang Community  
Bakerville Community  
Biesiesvlei Community  
Blydeville Community  
Boikhutsu Community  
Coligny Community  
Ga-motlatla Community  
Grasfontein Community  
Hoxane Community  
Letsopa Community  
Welverdiend Community  
Wonderboom Community  
Zuurbekom Community

### **AGRICULTURAL DEVELOPMENT PLANS/ PROGRAMMES**

Provincial Department of Agriculture (North West Province)  
De Beers (Botswana)  
Atamelang Agricultural Development Plan  
Agisanang Agricultural Development Plan  
Bakerville Agricultural Development Plan  
Biesiesvlei Agricultural Development Plan  
Coligny Agricultural Development Plan  
Ga-motlatla Agricultural Development Plan  
Grasfontein Agricultural Development Plan  
Letsopa Agricultural Development Plan  
Welverdiend Agricultural Development Plan  
Eastern Gauteng Services Council  
Department of Higher Education (Namibia)

### **FARMING SYSTEMS DEVELOPMENT**

De Beers (Botswana)  
Derek Brink Holdings (Pty) Ltd. (Botswana)  
15 Commercial farming projects in South Africa  
Atamelang Agricultural Development Project  
Agisanang Agricultural Development Project  
Bakerville Agricultural Development Project  
Biesiesvlei Agricultural Development Project  
Coligny Agricultural Development Project  
Ga-motlatla Agricultural Development Project  
Grasfontein Agricultural Development Project  
Letsopa Agricultural Development Project  
Welverdiend Agricultural Development Project  
Department of Welfare and Population Development

### **AGRICULTURAL PROJECT IMPLEMENTATION**

Greater Pretoria Metropolitan Council  
Department of Welfare and Population Development  
SA Women's Federation  
GTZ-BEST  
Department of Agriculture (Gauteng)

### **AGRICULTURAL PROJECT MANAGEMENT**

Southern Africa Root Crops Research Network  
US Department of Agriculture  
Agricultural Research Council of South Africa  
SASOL South Africa  
GTZ – BEST

## AGRICULTURAL DEVELOPMENT



The firm has particular experience, capacity and expertise within the agricultural field. In addition to its own in-house capacity of 38 people, it has an extended network and working relationship with a further 40 agricultural experts (all recognized and renowned authorities in their respective fields) covering all functional fields of the agricultural sector. In addition we have a pool of selected unemployed agricultural graduates (graduates from Agricultural Colleges or Universities) who are available for part-time deployment on agricultural projects and/or suitable full-time employment on farms.

Dr Roelof de Villiers manages the agricultural services of Manstrat. He is a Director of Manstrat and is a specialist in the agricultural field. He has been directly involved in the research, design and development of agricultural projects and rural development programmes for the past 13 years. He holds a doctorate degree in the agricultural field and has been specifically involved in Development Agriculture for the past 10 years. Dr de Villiers has extensive working, research and development related contact with more than 10 African countries and has studied the approach to agricultural project management, technology transfer, technology adaptation, community development, small-scale agriculture and agricultural development in Africa, Europe, the USA and Mexico.

### **In South Africa**

Being a South African based firm, we have extensive experience in the undertaking of agricultural development projects in this country. Examples of agricultural projects undertaken are:

- Undertook a provincial study regarding marketing and marketing constraints in the North West Province.
- Undertook a comprehensive assignment for the primary agricultural sector (funded by USAID and AgriSETA) to review all existing, and develop new, qualifications and Unit Standards for the sector towards an integrated (and NOF aligned) qualifications structure.
- An evaluation of the Land Reform Programme in South Africa and its impact and requirements in terms of learning and other extension support services needed by land reform beneficiaries/emerging farmers.

- Undertook an extensive training needs analysis study and assisted the Limpopo Department of Agriculture in the training and development of its Extension Officers to specifically address the needs of emerging farmers.
- Comprehensive consultancy assistance and support to various Land Reform Projects (for and on behalf of Department of Land Affairs). Projects entail the undertaking of Feasibility Studies, Business Plan Development and Project Implementation. Currently assisting with three such projects (both Mpumalanga and North West provinces).
- Undertaking of a feasibility study and the development of a Business Plan for the Goldfields Mining Company to establish a large hydroponics production system for emerging farmers (retrenched workers) to the value of R 70 million.
- Undertaking and development of more than 100 Agricultural feasibility studies and the development of agricultural business plans for both commercial and small-scale farming ventures throughout South Africa.
- Agricultural needs assessment studies in 12 communities in the North West Province.
- Development of 10 Agricultural Development Plans for farming communities in South Africa.
- The development of 29 Agricultural Business Plans (both primary agriculture and agro-business and agro-processing projects).
- The design of the highly successful Home Based Hydroponics Spinach Production System (of which 50 units have been implemented successfully at various emerging farmer enterprises).

### **Outside South Africa**

To date we have undertaken the following larger agricultural project assignments in countries within the larger Southern Africa:

- Botswana – undertook the comprehensive national Agricultural Labour Productivity Study for Botswana Department of Agriculture which investigated the levels of productivity within the agricultural sector and recommended a strategy towards improving agricultural productivity in Botswana.
- Namibia - consultancy for the Namibian Departments of Agriculture and Education towards the planning and establishment of three large projects where Namibian Youth could be trained and developed as farmers towards optimising agricultural opportunities that exists.
- Botswana - the undertaking of a feasibility and planning study for DEBSWANA towards the establishment of a large horticultural project in Kasane. A planning and feasibility study for DB Holdings for the establishment of a large hydroponics system in Gaborone.
- Zimbabwe – an evaluation of small scale farming operations and projects as part of the GTZ funded ISTAR programme. Consultancy support to a variety of commercial farmers regarding farming infrastructure and agricultural operational systems.

## **Support systems**

Manstrat assisted the Botswana Ministry of Agriculture in developing a comprehensive and integrated Extension Kit towards the structured capacitating and empowerment of extension officers in improving service rendering to farmers.

Manstrat also developed Extension Suite Online, an innovative tool and mechanism that utilizes ICT to render information to Extension Officers and farmers over a wide spectrum of agricultural development services and fields.

## **Agricultural services:**

### **Agricultural feasibility studies**

Agricultural Feasibility Studies are undertaken to establish the economic viability and sustainability of a project (planned farming enterprise) and makes specific recommendations regarding feasible options for the development thereof. The results of the study inform and guide relevant decision makers whether to go ahead with the project or not. The feasibility study generally analyses possible alternative solutions to problems and make recommendations in the best alternatives. If agreed and approved, the Feasibility Study thus sets the parameters and serves as the basis for the development of a detailed Business Plan for the project.

Manstrat has undertaken in excess of 40 agricultural feasibility studies (primarily for Land Reform Projects) throughout South Africa. Typically the methodology used by Manstrat in undertaking such assignments is as follows:

- Extensive consultation with the Beneficiary Group
- A socio-economic assessment of the project
- An environmental assessment of the project
- A market assessment of the project
- A technical (including production systems) assessment of the project
- An institutional capacity assessment of the project
- A financial assessment of the project

### **Agricultural Business Plans**

To facilitate the implementation of economically viable and sustainable farming systems at a project (as informed by the Feasibility Study), a Business Plan is developed to guide and direct the implementation and management of the project. The Business Plan provides detailed information regarding the various production components, an implementation strategy as well as institutional arrangements and an implementation budget.

Manstrat has undertaken in excess of 50 agricultural business plans (primarily for Land Reform Projects) throughout Southern Africa. The Business Plan is developed in such a way that it can facilitate the securing of funding for the project and be used as a guideline for project implementation and project management. The business plan will usually consist of the following components:

- An implementation plan
- A human resources plan
- A marketing plan
- A technical (production) plan
- An institutional plan
- A financial plan

### **Agricultural Master Plans**

Agricultural Master Plans are developed and used to guide and direct agricultural development in a specific geographical region and/or in a functional sub-sector (e.g. the horticultural field, the agro-industry field, etc.). Such Master Plans are normally used to guide and direct strategic planning, to develop suitable and relevant policy, to attract investments for development of the sector, to prioritise development interventions and direct/allocate funds and other resources towards the achievement thereof.

- Manstrat has undertaken numerous Agricultural Master Plans (at a national, strategic and/or macro level) throughout Southern Africa. Assignments of this nature usually comprise the following elements:
  - A scoping of the agricultural sector outlining its current status and potential role and contribution towards development
  - An identification of development and growth opportunities to be exploited as well as shortfalls and constraints to be addressed
  - The development of an Agricultural Sector Plan with interventions and an implementation plan. This Plan will usually include the following components:
    - Alignment to other development strategies and plans within the region and/or functional field
    - Implementation strategies for selected top priorities
    - A strategy that will focus resources and support towards realising the opportunities selected as priorities
    - A strategy that will attract and direct external support (e.g. investments)
    - An institutional strategy/plan to develop the capacity required for successful implementation

## LOCAL ECONOMIC DEVELOPMENT



The firm has wide experience in undertaking socio-economic research assignments aimed at Local Economic Development. Areas of expertise include Integrated Development Planning, SMME Development and the Informal Sector. Examples of projects undertaken include:

### **SMME and the informal sector**

- Manstrat served as the Southern African regional consultants to BMZ (Ministry of Development Aid of the German Government) and GTZ to evaluate Sub-Saharan Projects aimed at Economic Development and Employment Promotion (EDEP).
- Undertook a national research project for the National Skills Fund (NSF via the Department of Labour) that investigated the training and capacity building needs of Informal Sector operators and considered local and international approaches to service rendering for this sector – leading to the development of a best practices model for training and other support to the Informal Sector in South Africa.
- Consultants to GTZ (German Development Aid) in evaluating various GTZ projects aimed at the SMME and Informal Sector towards developing “best practices” for similar GTZ projects worldwide (1999 and 2000).
- Served as consultants to the Windhoek City Council and SpoorNet in developing their SMME training strategies and the development of a model for SMME Business Incubation Centres.
- Developed a strategy to Promote Small Business Development in Lesotho (and to develop a small business training strategy for such businesses) – 1997. The client was BABS (Business Advisory Bureau Services) of the Lesotho Department of Trade.

### **Integrated development planning and LED**

- Development of a LED Resource Centre for the Limpopo Province (project funded by the European Union)
- Served on Multi-disciplinary Project Teams to formulate Integrated Development and Implementation Strategies for the Mabopane–Centurion-Development-Corridor (MCDC), the Northern Pretoria Metropolitan Council, the Acacia City Council, etc.
- Undertook more than 15 projects aimed at LED for various rural districts or towns throughout South Africa (with GTZ funding and support)

## AGRICULTURAL INTELLIGENCE SYSTEMS

### **Internet Based –**

Extension Suite Online is an internet based application developed by Manstrat Agricultural Intelligence Systems in an effort to provide an important linkage and information transfer mechanism between Agricultural Research and Extension Services, and the farmers that they serve. As such the system facilitates and enhances the transfer of information between these parties by collecting, collating, interpreting and transforming scientific agricultural related data into useful and user friendly formats for use by Extensionists and Farmers.

### **Integration –**

To facilitate its accessibility and use, Extension Suite Online has been integrated seamlessly with Microsoft Vista and Office 2008, Windows Mobile and the Symbian operating system used by Nokia. This implies easy and wide access to potential users via the ICT network on the African continent (i.e. the internet, cell phone service providers and local intranet services of the Provincial Departments of Agriculture)

### **Empowerment –**

Manstrat has, through Extension Suite Online, developed the means, not only to reduce the many constraints in the dissemination of relevant and timeous information to farmers via Extensionists, but also to do so cost effectively. The online application specifically aims to facilitate easy access to; and the effective dissemination of; agricultural related information and best practices to break down informational, geographical and political borders and constraints that currently hinder growth.

### **Core System –**

The core system is automatically available as part of any system tailored to the specific needs and requirements of a client and contains the following range of components:

- Horticultural Production
- Agronomy
- Animal husbandry
- Poultry
- Economics
- Handout material
- Training material

### **Dynamic System –**

It addresses further specific needs and requirements related to geographic location and/or other unique dynamics:

- Marketing information
- Trade
- Local statistics
- Local Commodities

## HUMAN RESOURCES DEVELOPMENT

Manstrat has extensive experience in the undertaking of education and training related research studies and investigations to establish labour needs and requirements (and resultant education and training services) at macro and sectoral levels. We also specialise in strategic planning and policy development assignments within the human resource development field. Such research and labour related planning studies are undertaken at national, provincial, sectoral or organisational level. Specific expertise exists in the agriculture and vocational education and training fields.

### **Agricultural education and training**

We specialise in agricultural education and training services and have extensive experience and expertise in the field. Examples of projects undertaken include:

- Undertook a national evaluation of training needs of Land Reform Beneficiaries and developed a strategy towards addressing such needs
- Developed the 2005-2010 Sector Skills Plan for the Agricultural Sector on behalf of AgriSETA
- Develop a Non-Formal Training Strategy for the Free State Department of Agriculture
- Developed an Agricultural Training Strategy as part of the Integrated HRD Strategy for the East Cape Province
- Served on the Team that developed the Qualifications Structure and Unit Standards for the Primary Agricultural Sector
- Profiling of AET institutions and an assignment to evaluate curriculum in the agricultural sector
- Manstrat is an accredited Training Service Provider with the AgriSETA.

### **Vocational education and training**

Manstrat has particular experience and expertise in the planning and establishment of technical and vocational skills training centres, and is generally recognised as a leading consultancy firm in this field in South Africa. To date Manstrat has been the principal consultancy firm in the planning of more than 10 projects of this nature. These projects entailed the delivery of a wide range of services including needs analysis studies, the development of academic and physical master plans, the development of staffing and other institutional structures, the establishment of training equipment and furniture needs, assistance in the operational management of projects, budget preparation, etc.

### **National skills development strategy**

Manstrat has wide experience in assisting various SETAs in rendering their services within the context of the NSDS. In this regard we have assisted the PSETA (Government), CETA (Construction), the FoodBev SETA and the AgriSETA in undertaking numerous assignments ranging from strategic planning to the development of operational plans.

## INTERNSHIP PROGRAMME



Manstrat has been a partner of the National Department of Agriculture on the AIDP (Agricultural Industry Development Programme) for the past 4 years. This Internship Programme administered by the Department of Agriculture has as aim and objective to provide graduated learners with practical work experience within a mentoring and learning environment and to further develop their leadership and managerial and planning skills (via the Stellenbosch University Graduate School of Business) – with the view of establishing them as entrepreneurs or experienced workers within the sector on completion of the Internship.

Over the past 4 years Manstrat has provided internship opportunities to a total of 15 graduates. We are grateful and proud to report that on completion of their programmes a number of these Interns have been appointed to middle management positions in both the government and the private sector, two have established their own business enterprises and a further four has taken up permanent employment positions within Manstrat.

## OFFICE BASE

### Head Office - Tshwane (Pretoria)

P.O. Box 2752

BROOKLYN SQUARE

0075

Tel: +27 12 460 2499

Fax: +27 12 346 1019

E-Mail: [info@manstrat.co.za](mailto:info@manstrat.co.za)

### Botswana

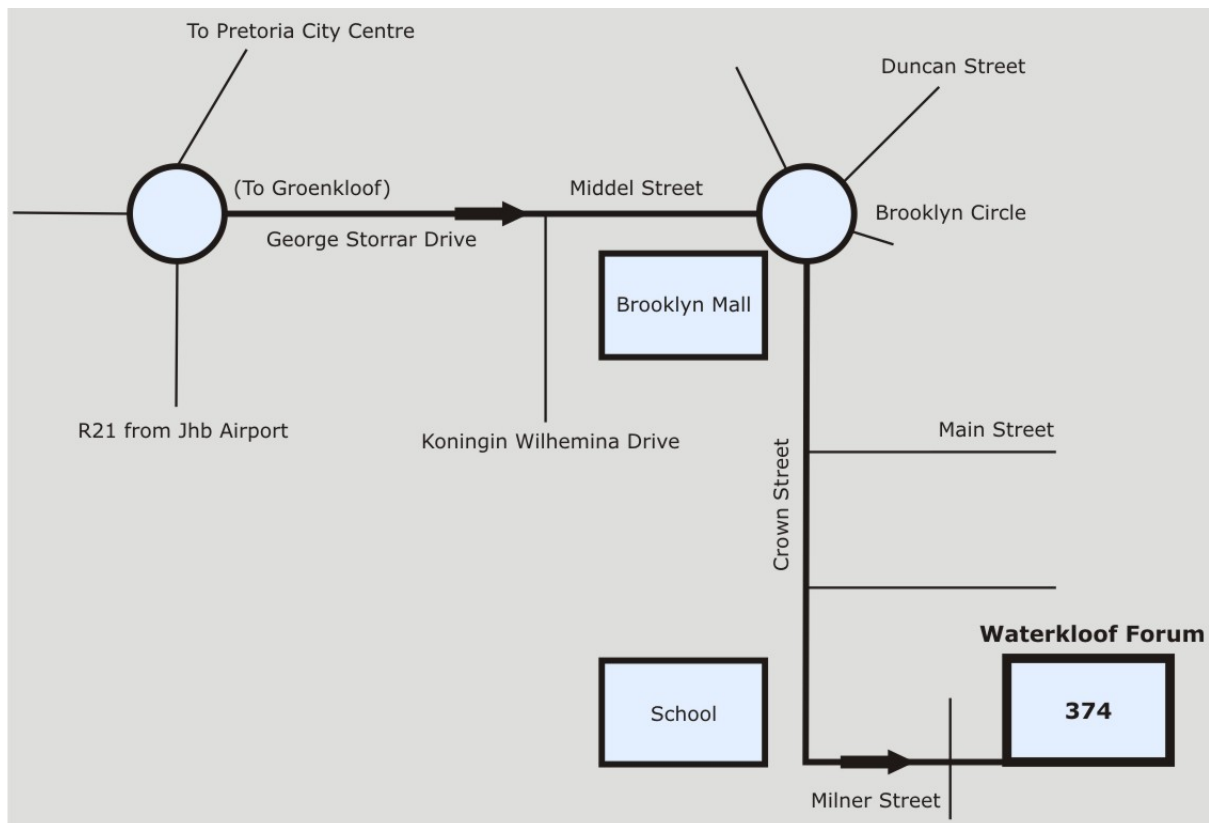
P.O. Box 2

Gaborone

BOTSWANA

Tel: +267 32 5066

Contact: K Masunga



## REFERENCES



### **FoodBev SETA**

Mrs Blanche Engelbrecht  
Skills Development Manager  
Tel: (011) 802 1211

### **Free State Department of Agriculture**

Mr Amos Radebe  
Manager of NOFTU  
Tel: (051) 861 1253

### **North West Department of Agriculture**

Mr Thabang Tseladimitloa  
Chief Director: Districts Services  
Tel: (018) 389 5698

### **GTZ**

Mr Werner Heitmann  
Director: GTZ-SDSI Support Programme  
Tel: (012) 342 3626