



Design and development of the curriculum as well as learning material development for a dairy farming occupational qualification.

(PRJ-0006-2013)

Milk Producers Organisation

Quarter 1 2013 (January 2013 till March 2013)

Project goals

Goal 1 - Compile and submit a formal application to the QCTO to act as Development Quality Partner.

Achievements

A large number of occupations were listed with the QCTO as part of the QCTO pilot project for the development of occupational qualifications. AgriSeta adopted the role and function of the Development Quality Partner (DQP) in consultation with industry role-players for a number of occupational qualifications in the agricultural sector. The partnership between the QCTO and the DQP (AgriSeta) is directed by means of a formal SLA. The agreement specifies the qualifications(s) or specialisations(s) delegated, responsibilities of signatories and a development project time line. Even though AgriSeta enter into partnership agreements with industry representative bodies, the AgriSeta remains the accountable party to the QCTO. Against the above background, the AgriSeta entered into a partnership with the MPO to fulfill the expectations of the QCTO into the development of the Dairy Occupational Qualification. A MOU was concluded between the AgriSeta and the MPO to establish a working relationship that will ensure joint responsibility for a number of project deliverables and associated activities. (Signed 31 Dec 2011).

No Non-achievements / underperformance has been reported

Goal 2 - Get approval from the QCTO for the scope of occupations.

Achievements

The QCTO's initial intention was to develop a generic livestock farming curriculum that will address all areas of livestock farming. As the development of the Livestock farming curricula progressed (MPO was part of this development team), the need to consider dairy farming specific areas of learning became apparent. A further process was initiated to address the specific needs of the dairy farming industry.

The QCTO approved the following occupational alignment:

Dairy Farm Manager
Dairy Farm Supervisor
Dairy Farm Worker/ Assistant

No Non-achievements / underperformance has been reported

Goal 3 - Co-ordinate and fund an industry meeting to confirm the process, stakeholder involvement, the role of the MPO as Development Quality partner, appointment of persons who will act as the Qualification Development Facilitators.

Achievements

The first scoping meeting for the refinement of the profile to address dairy specific needs already took place in January 2012. The meeting recognized the need to involve a broad range of stakeholders during the curriculum development process. The progress of learning is illustrated by the following model:

MODEL OF CURRICULUM PARAMETERS CAN NOT BE INSERTED BY PROGRAMME.
REFER TO INSTITUTE FOR MODEL

The model proposed the following:

A person employed in a first line managerial position on a dairy must be able to attend to all dairy farming practices " NQF Level 2 " 4. The qualification must therefore promote progression of learning from NQF level 2 to 4/5.

Dairy farming specific practices will be introduced at NQF level 2. The GETC/ABET qualification at NQF 1 sufficiently addresses general farming activities.

Modules of Employable Skills/ Industry certificates must be introduced at entry level learning (NQF 2 and 3). The QCTO policy on external assessment unnecessarily complicates the quality assurance at these levels and will lead to cost and regulatory requirements that will cause resistance in the dairy farming community.

The QCTO model also complicates delivery of learning in the emerging farming and rural or informal farm labour market. The focus of these beneficiaries are more aligned to skills in farming related practices that will capacitate them to sustain their farming business and income needs than the achievement of a formal national qualification endorsed by the QCTO. Structured industry learning programs aligned to Modules of Employable Skills are best suited to address these needs.

All training delivered in the dairy farming industry must be based on a national standard and must be quality assured. This includes national QCTO qualifications as well as Modules of Employable Skills delivered as industry certificate programs.

Development Quality Partner: The AgriSeta has approved the budget for facilitator remuneration and entered into a MOU with the MPO regarding this project and to also act as project manager. The AgriSeta will act as Assessment Quality Partner (AQP) in terms of a formal agreement with the MPO. This agreement will ensure that the MPO remains responsible for matters such as but not limited to expert inputs in setting standards, design of assessment instruments, appointment of assessors and moderators, and recommendations to the QCTO on provider accreditation.

A core group of dairy farming experts will attend all the workshops to ensure continuity during the development. The following persons were nominated: Dr JH du Preez, Prof L Erasmus, Dr K Coetzee, Dr K Muller, Dr D Louwrens, Dr F Malan, D Schutte, K Pienaar, J. Wasserman, P Swart, J Breytenbach, S. Erasmus and G Viljoen. Additional members will be nominated during the various stages of the project if required. A group should ideally not exceed 15 members during any development stage to ensure functionality of the group. H van Deventer will act as QDF for this project and K Havenga will act as assistant QDF.

No Non-achievements / underperformance has been reported

Goal 4 - Orientation of Qualification Development Facilitators appointed by the MPO.

Achievements

The initial profiling process took place in February 2012. Work done by livestock farming was used as a baseline and was further refined to reflect dairy specific needs. The product of this session is an Occupational Profile and Occupational Task Analysis. The result of these workshops clearly demonstrates the need for dairy farming specific curricula that are fit for purpose. The dairy profile was distributed to members of the MPO for verification. Feedback received was positive and no major changes were proposed.

Various Specific Learning Process Design workshops were held during March, April, May, July, October 2012 and are still in process. The occupational profile to date has been distributed electronically to various dairy farming experts who participated at various stages of the development as well as recognized dairy farming experts and dairy farmers recognized as industry leaders. To date no comments received necessitated fundamental changes to the profile. Specific feedback was received from a number of respondents. Comments were supportive of the structure and content of the curriculum. It should be noted that Prof C McCrindle, UP regards this curriculum as one of the best in dairy farming she has ever evaluated.

No Non-achievements / underperformance has been reported

Goal 5 - Dev of the Occupational Curriculum for the Dairy Farm Worker: i. Dev of occup. profile. ii.Dev of subject specs. iii.Dev of practical skills modules. iv. Dev of work experience modules. v. Dev of final curric. document. vi. Dev of Qualification Assessment Specs. vii. Mandatory reporting to the QCTO.

Achievements

The knowledge specifications, practical skills and work experience modules of the Dairy Unit Manager were developed over three distinct phases:

- During the initial development phase, the learning process design focused on the evaluation of the generic livestock farming components that were developed during 2012.
- This phase was followed by a dairy specific re-conceptualisation phase at Dairy Farm Supervisor level.
- The introduction of the Modules of Employable Skills concepts by the QCTO created an opportunity to rethink the curriculum structure in terms of dairy farming per se. The initial concept considered the development of three different qualifications. A qualification at dairy farm worker level, followed by a qualification at dairy farm supervisor level and finally a qualification at dairy farm unit manager level. This approach was restructured with the dairy farm worker and supervisor being established as Modules of Employable Skills within a single Dairy Unit/Herd Manager qualification.

Attached find the following development documents that were also submitted to the QCTO:

- Appendix A: Occupational Qualification Document
- Appendix B: External Assessment Specification Document
- Appendix C: Curriculum Document (only table of context as this document is still a work document and consist of more than 100 pages.)

Reporting to the QCTO takes place on a continuous base.

No Non-achievements / underperformance has been reported

Goal 6 - Development of the Occupational Curriculum for the Dairy Farm Supervisor: i. Dev of occup. profile. ii.Dev of subject specs. iii.Dev of practical skills modules. iv. Dev of work experience modules. v. Dev of final curric. document. vi. Dev of Qual. Ass. Specs. vii. Mandatory reporting to QCTO

Achievements

Refer to Goal 5.

No Non-achievements / underperformance has been reported

Goal 7 - Development of the Occupational Curriculum for the Dairy Herd Manager: i. Dev of occup. profile. ii.Dev of subject specs. iii.Dev of practical skills modules. iv. Dev of work experience modules. v. Dev of final curric. document. vi. Dev of Qualif. Assess. Specs. vii. Mandatory reporting to QCTO

Achievements

Refer to Goal 5.

No Non-achievements / underperformance has been reported

Income and expenditure statement

Income and expenditure statement	App D.I-E Statement.docx
Unnecessary spending during period	No

Popular Report

No file has been uploaded

Additional documentation

No file has been uploaded

Statement

Levy funds were applied only for the purposes stated in the contract	Yes
Levy funds were applied in an appropriate and accountable manner	Yes
Sufficient management and internal control systems were in place to adequately control the project and accurately account for the project expenditure	Yes

The information provided in the report is correct

Yes