



Skills development and training in the primary dairy industry

(PRJ-0093-2016)

Milk Producers Organisation (MPO)

Year 2016 (January 2016 till December 2016)

Project goals

Goal 1 - Presentation of AgriSeta skills development (unit standard based) training to 200 farm personnel of commercial and emerging farmers. These courses to include: Dairy production (110); Artificial insemination (10); and the Code of practice for milk producers (80).

Achievements

The MPO planned to present AgriSeta skills development courses to 200 students. These courses include Dairy Production, Artificial Insemination and the Code of practice for milk producers. During 2016 the Code of practice for milk producers was included as a module of the Dairy Occupational Qualification and was subsequently presented as part of Goal 3. Only 199 students were trained in the skills development courses, but more students were trained in other programmes (see goal 3).

Dairy Production: Eleven (11) Dairy Production courses were presented and 132 students were trained. Certificates of competence was presented to the 96% of students who passed the course. Courses were presented in Gauteng, Free State, Western Cape, Eastern Cape and KZN.

Artificial Insemination: Seven (7) Artificial Insemination courses were presented and 67 students were trained. Certificates of competence was presented to the 79% of students who passed the course. Courses were presented in Mpumalanga, Western Cape, Eastern Cape and KZN.

Workers of/and *emerging* farmers trained in skills development programmes: 33% (67 students)

Workers of *commercial* farmers trained in skills development programmes: 67% (134 students)

Non-achievements / underperformance

Although only 199 students were trained in these courses, more students were trained in the other training programmes (see goal 3).

The failure of courses is not regarded as non-achievements/underperformance by the the MPO. Students were informed about the assessment and re-assessment requirements and guidelines.

Reasons for non-achievements / underperformance

NA

Planned remedies for non-achievements / underperformance

NA

Goal 2 - Presentation and external assessment of the occupational based farm personnel training to 10 - 15 stakeholders in dairy trusts, share milking or commercialization projects. A student have to complete all of

the following modules: The SA dairy farming environment; Dairy calf and heifer rearing, feeding and health care; Dairy animal health care; Dairy animal production; Dairy livestock feeding; Milk harvesting and in-parlour processing; and the Code of practice for milk producers.

Achievements

Dairy farmworker occupational training

Orange Grove Dairy Dundee selected the students (who were also participating in a Job Fund dairy project), to participate in the occupational based farmworker training. The following modules of the Dairy Farmworker part qualification were presented:

Module 1: Dairy farming environment.

Module 2: Dairy calf rearing, feeding and health care.

Module 3: Dairy animal health care.

Module 4: Dairy animal production.

Module 5: Dairy livestock feeding.

Module 6: Milk harvesting and in-parlour processing.

Thirty (30) students were initially selected to participate in the training. Twenty one (21) students completed all the knowledge and knowledge assessments components of Modules 1 - 6. Twenty (20) students completed the workplace experience components and 19 students completed the summative practical assessment component. Only 17 students completed all the required components. Extra sessions will be scheduled for students in 2017 to complete outstanding components.

Nineteen (19) students also completed of the Code of practice for milk producers. All the training was presented in eight (8) non-consecutive weeks. During these 8 weeks a total of 146 students were trained in all the modules and components of the Dairy Farmworker part qualification.

Dairy supervisor occupational training

Dairy supervisor training was conducted with surplus funding of 2015. Sixteen (16) students were selected by Orange Grove Dairy to participate in the Dairy supervisor part qualification training. The training programme consisted of the following modules:

Module 1: Dairy farming environment.

Module 2: Dairy calf rearing, feeding and health care.

Module 3: Dairy animal health care.

Module 4: Dairy animal production.

Module 5: Dairy livestock feeding.

Module 6: Milk harvesting and in-parlour processing.

Module 7: Team leadership.

Module 8: Dairy code of practice for milk producers.

Some of the students who participated in the dairy supervisor training also completed the dairy farmworker training. Only nine (9) students completed all the knowledge components of the supervisor part qualification. Fifteen (15) students completed the workplace experience component and only five (5) students completed the summative practical skills assessment. All the training was presented in nine (9) non-consecutive weeks. During the 9 weeks a total of 113 students were trained in all the modules and components of the Dairy Supervisor part qualification. Extra training sessions will be scheduled during 2017 for the students who need to complete the outstanding knowledge components and practical skills assessments.

As the registration of the Dairy Occupational qualification and part qualifications remain outstanding, the MPO Institute will present industry certificates to the students who successfully completed all the components of the Dairy farmworker and supervisor part qualifications. The MPO conducted a 25% moderation on the portfolios of evidence (POE) which will also be made available to the QCTO for registration and certification of students. Students are also subject to an external integrated summative assessment (EISA) by the Assessment Quality Partner (AQP) once the qualification has been registered.

Workers of/and *emerging* farmers trained in the dairy occupational qualification: 100% (a total of 259 students in all the modules).

No Non-achievements / underperformance has been reported

Goal 3 - Occupational based training to 170 farm personnel of commercial milk producers. Modules to be selected include: The SA dairy farming environment; Dairy calf and heifer rearing, feeding and health care; Dairy animal health care; Dairy animal production; Dairy livestock feeding; Milk harvesting and in-parlour processing; and the Code of practice for milk producers.

Achievements

The presentation of all the modules of the dairy qualification is impractical for most commercial and emerging farms. Farmers seek short needs-driven courses for their farm employees. The most sought after modules that were presented include:

Module 2: Calf rearing, feeding and health care (4 courses and 55 students trained).

Module 6: Milk harvesting and in-parlour processing (6 courses and 144 students trained).

Module 8: Code of practice for milk producers (1 course and 19 students trained).

Courses were presented in Mpumalanga, Free State, Western Cape, Eastern Cape and KZN. Only one (1) student failed Module 8 and two (2) students did not attend the assessment sessions.

Workers of/and *emerging* farmers trained in modules of the dairy occupational qualification: 76% (144 students).

Workers of *commercial* farmers trained in modules of the dairy occupational qualification: 23% (44 students).

No Non-achievements / underperformance has been reported

Goal 4 - Occupational based dairy herd managers course to 20 students. Modules to be presented include: Dairy farm production management and Farm business management.

Achievements

The Dairy Herd Manager qualification consists of three modules:

Dairy production management.

Dairy farm management.

Pasture management.

The Dairy production management course was presented at the ALFA Livestock Show Parys, from 27 - 30 Sep 2016. Nineteen (19) students from both the commercial and emerging dairy sector attended the course. The course covered aspects such as dairy farm design concepts, dairy breeding management, dairy nutrition management, dairy health management as well as computer based programmes for milk recording and the value thereof. The course was presented by industry professionals representing Agrinet, Barnlab, Stamboek, DIMMSA and the MPO.

Students submitted their assessment assignments at the end of Jan 2017. Assignment results will be forwarded to the students by the end of Mar 2017.

The Dairy farm business management course was presented at the MPO from 08 - 11 Nov 2016. Twenty two (22) students from both the emerging and commercial sector attended the course. The course covered aspects such as farm business management, labour management, financial management and natural resource management. The course was presented by industry professionals representing the MPO, LWO and Woodlands Dairy.

Students submitted their assessment assignments at the end of Jan 2017. Assignment results will be forwarded to the students by the end of Mar 2017.

No Non-achievements / underperformance has been reported

Goal 5 - Development of presentation aids for the various modules of the dairy occupational qualification.

Achievements

Presentation aids (slide shows) were developed for the following modules:

- Module 1: Dairy farming environment
- Module 2: Dairy calf rearing, feeding and health care
- Module 3: Dairy animal health care
- Module 4: Dairy animal production
- Module 5: Dairy livestock feeding
- Module 6: Milk harvesting and in-parlour processing
- Module 7: Team leadership
- Module 8: Dairy code of practice for milk producers

The presentation aids were verified by the MPO CEO and will be uploaded on the MPO Institute webpage, subject to the registration of the Dairy occupational qualification and the appointment of the MPO as the AQP. Registered skills development providers (SDP) will then have access to standardised training material and training aids to present the Dairy occupational qualification, part qualifications and specialised qualifications nationwide.

No Non-achievements / underperformance has been reported

Goal 6 - Editing, layout and printing of the Dairy Herd Management modules and verification of the Pasture Management Module.

Achievements

Dairy production management, Farm business management and the Pasture management modules of the Dairy Herd Manager's qualification were edited, verified, designed and printed in 2016.

No Non-achievements / underperformance has been reported

Goal 7 - Development of a Quality Management System and revision of the Dairy Occupational Qualification.

Achievements

The Quality Management System (QMS) of the Dairy Occupational Qualification has been developed to the extent that it permitted prior registration of the qualification. The following aspects of the QMS have been addressed:

- Policy statement
- The qualification
- Qualification design
- Scope of the qualification
- Components of the curriculum
- Knowledge modules
- Practical modules
- Occupational tasks

Policies regarding SDP (Skills development provider) registration, assessments, assessment centres, AQP, RPL (Recognition of Prior Learning), data capturing and certification are subject to the registration of the qualification and will be completed once registration is approved. Processes to follow registration are the registration of the MPO Institute for Dairy Technology as an SDP at the DHET and the QCTO as well as the registration of the MPO as AQP.

The registration process of the qualification is subject to an agreement between the AgriSeta and the QCTO (Quality Council for Trade and Occupations) which was delayed owing to insufficient coordination and communication. The MPO intervened by capturing the qualification data on the QCTO system for review and referral to SAQA (South Africa Qualifications Authority) for approval and registration. The QCTO indicated that the qualification will be due for registration in Jul 2017.

No Non-achievements / underperformance has been reported

Goal 8 - Dairy occupational qualification marketing for partnerships with FET Colleges.

Achievements

Due to unsatisfactory support from AgriSeta, the prolonged process and back log of registrations at the QCTO, the MPO could not market the Dairy qualification at the TVET Colleges. Informal discussions however took place indicating an eagerness and necessity for the presentation of the dairy occupational modules at TVET Colleges.

As the registration of the qualification is in process, the MPO will engage in formal discussions with the TVET Colleges for the marketing of the Dairy occupational qualification. The dairy occupational qualification range between a NQF level 3 and 5 and falls within the Occupational Qualifications Sub Framework (OCSF, Level 1 - 8).

Non-achievements / underperformance

The absence of marketing efforts at TVET Colleges is not regarded as a non-achievement/underperformance.

Without indication of the qualification registration status, the MPO would have engaged in fruitless expenditure efforts.

Reasons for non-achievements / underperformance

NA

Planned remedies for non-achievements / underperformance

NA

Goal 9 - Industry meetings relating to transformation: Primary Skills Development Committee; Secondary Skills Development Committee; Transformation Advisory Committee; AgriSeta Sub-Sector Skills Committee; Primary Industry Technical Committee and Advisory Committee Dairy Regulations and Standards.

Achievements

The following industry skills and knowledge development meetings took place during 2017:

Jan 2016: AgriSeta Sector Skills Committee Meeting

Apr 2016: Milk SA Skills Development Primary Industry Meeting

Apr 2016: Milk SA Skills Development Secondary Industry Meeting

Jun 2016: Milk SA Annual General Meeting

Jun 2016: Milk SA Transformation Advisory Committee Meeting
 Aug 2016: Milk SA Skills Development Primary Industry Meeting
 Aug 2016: Milk SA Skills Development Secondary Industry Meeting
 Aug 2016: Milk SA Transformation Advisory Committee Meeting
 Aug 2016: AgriSeta Sector Skills Committee Meeting
 Oct 2016: AgriSeta Annual General Meeting
 Nov 2016: Milk SA Member Meeting
 Dec 2016: QCTO qualification revision meeting

No Non-achievements / underperformance has been reported

Income and expenditure statement

Income and expenditure statement	ist msa budget 201612 final.pdf
Unnecessary spending during period	No

Popular Report

[POPULAR REPORT.pdf](#)

Additional documentation

[MILK SA TRAINING 2016.pdf](#)

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