



## **Transformation: Secondary Industry Skills Development**

(PRJ-0105-2016)

### **SAMPRO (Training)**

**Year 2016** (January 2016 till December 2016)

#### **Project goals**

**Goal 1, Sub-goal A - Finalization of the empowering of industry's workplace learning endeavour in terms of the Dairyman curriculum. Sub-goal: Completion of the pilot study for Dairyman learners participating between 2011 and 2014.**

##### ***Achievements***

A total number of 27 final, external (summative) assessments have been conducted since the inception of the pilot study in 2011, 12 of which in 2016. More than 70 learners have been engaged in the learning intervention and it implies (for practical considerations) that the process will only be concluded after the (pending) registration of the Dairyman Qualification (which was initially initiated in 2010, but revamped in 2013 when the QCTO published their 'final' policies and work methods). All participants engaged by SAMPRO and assessed in a final assessment, will, in essence, undergo a validation process by way of Recognition of Prior Learning (RPL). Those who have not been subjected to a summative test will have to follow the normal route after enrolment, but obviously via a shorter time frame. A number of learners have either left the industry voluntarily or have been disengaged by their companies, whilst some others have proved the need for retraining as they could not accomplish the standard at the internal assessment stage (and three assessments per subject). Some 10-15 resort under this category and it is estimated that 20-25 further original learners may eventually successfully conclude the intervention.

##### ***Non-achievements / underperformance***

20-25 further learners to qualify, apart from those already assessed summatively.

##### ***Reasons for non-achievements / underperformance***

Learner commitment. Information gathered through enquiries at participating enterprises indicate that employers support learners beyond expectations from the project.

##### ***Planned remedies for non-achievements / underperformance***

Continued administrative support within the abilities of the project, with frequent enquiries as to progress.

**Goal 1, Sub-goal B - Finalization of the empowering of industry's workplace learning endeavour in terms of the Dairyman curriculum. Sub-goal: Completion of the second round of Dairyman learners participating in 2015.**

##### ***Achievements***

##### ***Non-achievements /***

As reported under Goal 1, sub-goal A, as all groups participating (2011/2012 group; 2014 group, 2015 group; revision group in 2015 from previous groups) are reported as a single entity.

### ***underperformance***

As above

### ***Reasons for non-achievements / underperformance***

As above

### ***Planned remedies for non-achievements / underperformance***

As above

**Goal 2, Sub-goal A - Empowering industry with the registration of a second Occupational curriculum in replacement of existing unit standards and managing the implementation thereof – Milk Reception Operator (MRO). Sub-goal: Supporting the process of development of the required four documents by the appointed Qualification Development Facilitator (QDF) and FoodBev SETA as DQP (Development Quality partner) and AQP (Assessment Quality Partner).**

### ***Achievements***

All documents required (Occupational Profile for Qualification Document; Curriculum Document; Qualification Assessment Specification and Process Report) were submitted to the appointed Qualification Development Facilitator (QDF). The SETA was responsible for the Process Report together with the Learner QDF. It must be taken into account that Milk Reception Operator is a part of the parent qualification Food Process Machine Operator (28 parts intended; only 16 parts to be submitted), meaning that the final submission is not a separate Dairy Industry endeavour, but dependent on the SETA.

Furthermore, a pilot run of the dairy specific component was conducted by the project in 2016 to 6 participating learners from 3 enterprises. All internal theory assessments were concluded and learners are now doing their practical training and internal assessments at work (after guidance on the implementation of the practical modules during the pilot run), as well as the experience learning component (log book). Guidance on the construction of the Portfolio of evidence has already been presented to mentors at participating enterprises. There is also a generic theory component (applicable to all parts in the parent qualification. The SETA has accepted the responsibility for ensuring the development of learning interventions for this generic component, but no progress report on this has been received. The project identified possible resources for the generic component's learning content and presented this to the SETA, and there is really nothing more to be done by the project except enquiries as to progress.

### ***Non-achievements / underperformance***

1. No info on internal practical assessments or workplace experience learning as yet received from learners.
2. No info on progress with Portfolios of Evidence received from learners as yet.
3. No progress report from SETA on generic theory component development as yet.

### ***Reasons for non-achievements / underperformance***

High milk production season as reported by both learners and mentors (telephonic enquiries).

### ***Planned remedies for non-achievements / underperformance***

Renewed reminding of requirements by end of first quarter.

The learners must also be assessed for Foundational Learning Competence (FLC, the English language and Mathematics proficiency) as part of the qualification requirements, and the mentors/administrators at participating enterprises have been made aware of this.

**Goal 2, Sub-goal B - Goal 2: Empowering industry with the registration of a second Occupational curriculum in replacement of existing unit standards and managing the implementation thereof – Milk Reception Operator (MRO). Sub-goal: Manage the development of tools, learning materials and the provision of learning for Milk Reception Operator (MRO).**

***Achievements***

All complete, except for generic theory component, which the SETA has taken ownership of. All assessment tools for final (summative) assessment have been fully developed and are awaiting implementation.

***Non-achievements / underperformance***

Generic theory learning intervention.

***Reasons for non-achievements / underperformance***

SETA ownership.

***Planned remedies for non-achievements / underperformance***

Constant and frequent reminding of arrears and offering of assistance to alleviate situation within abilities of project.

**Goal 3 - Initiate the development of the curriculum for a third Occupational qualification – Food (Dairy) Laboratory Analyst (FLA). [This will, in all probability, be a part-qualification as component of an over-arching occupational qualification]**

***Achievements***

The initiation of the process was planned for fourth quarter 2016, by way of work meetings of the Constituency Group. This did not realize because the SETA personnel involved (Skills Planning Manager had resigned and minuting secretary at the April meeting of the Chamber) did not timeously submit the need for the Laboratory Analyst qualification to the SETA Board. Therefore it only served with the Board at the November/December Board meeting, and a budget had not been allocated. However, the initial work is concluded, being the appointment of a Constituency Group and the tabling of a draft Occupational Profile upon which the Qualification Document (and subsequently the Curriculum Document and Qualification Assessment Specifications) is based by the project. Rescheduling of

***Non-achievements / underperformance***

No work meetings of Constituency Group in 2016.

***Reasons for non-achievements / underperformance***

Lack of SETA performance. Not funded by dairy industry or this project.

***Planned remedies for non-achievements / underperformance***

the work meetings in 2017 are awaited.

Assistance to SETA with new arrangements (agendas, documentary submissions, guidance of work meeting discussions, etc.).

**Goal 4 - Identify potential Skills Programmes (SPs) within the Dairyman and Milk Reception Operator curricula for registration with Quality Council for Trades and Occupations (QCTO), as discreet learning interventions for a phased approach to possible qualification attainment for these qualifications.**

### ***Achievements***

Completed.  
New Skills Planning Manager informed of submission, reasons and willingness to assist in deriving implementation plans.

### ***Non-achievements / underperformance***

Except for no progress on implementation by SETA, none.

### ***Reasons for non-achievements / underperformance***

None.

### ***Planned remedies for non-achievements / underperformance***

The Project has placed it on record that it is willing to assist the SETA with developing implementation plans.

**Goal 5 - Maintenance (and conduct) of Dairy-technical subject matter expertise.**

### ***Achievements***

Attended all scheduled meetings of advisory committees nominated to, except when out of office for project matters. Interactions with Primary Industry Skills Development, Secondary Industry Skills Development, main Transformation Committee, CEP Technical work group, Regulations and Standards advisory committee and Research and Development being main endeavours.

***No Non-achievements / underperformance has been reported***

**Goal 6 - Continuation of the School-leavers ('matriculants') programme.**

### ***Achievements***

All financial contributions done (last year of support for this endeavour). No printing done or requested.

## No Non-achievements / underperformance has been reported

### Goal 9 - Marketing of training endeavour and products via exhibition at and attendance of the annual SASDT symposium

#### **Achievements**

Attended SASDT symposium.  
Performed presentation on Dairyman. Acted as session chairman.  
Conducted exhibition of training products.

#### **Non-achievements / underperformance**

None, executed all planned activities.

#### **Reasons for non-achievements / underperformance**

Not applicable

#### **Planned remedies for non-achievements / underperformance**

None

## Income and expenditure statement

Income and expenditure statement	<a href="#">Trg fin Dec_16.doc</a>
Unnecessary spending during period	No

## Popular Report

[Popular report PRJ-0105\\_annual 2016.pdf](#)

## 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