



Transformation: Secondary Industry Skills Development

(PRJ-0105-2016)

SAMPRO (Training)

Quarter 4 2016 (October 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

Requests led to an increase in the number of final assessments for Dairyman in the fourth quarter. A total of 9 (nine) further final assessments were performed (1xKZN; 3xNW; 2xFS; 2xEC; 1xWC). The candidates were all successful and their Portfolios of Evidence are at a high standard, though not all have completed certain requirements for the Portfolios. All possible support is rendered to finalize the latter. The assessments included participants from the first and second rounds of Dairyman courses. Four of the nine candidates were first round candidates.

Non-achievements / underperformance

As stated in the third quarter report, it is impossible to measure success quantitatively, as the preparation of learners for final assessment, is not dependant on any further inputs from the project. It would have been 'more' successful if more assessments were requested from participating enterprises.

Reasons for non-achievements / underperformance

Work-load at enterprises was reported by enterprises as reason for non-availability for preparation for and conduct of final assessments.

Planned remedies for non-achievements / underperformance

Continued support in any way possible (e.g. recommendations on evidence for inclusion in Portfolios; recommendations on focus areas for practical assessments; making available all existing questionnaires for theory preparation, etc.) to promote preparedness of learners for final assessment, including advice to on-site trainers/mentors.

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

REFER REPORT FOR GOAL 1 SUB-GOAL A: Requests led to an increase in the number of final assessments for Dairyman in the fourth quarter. A total of 9 (nine) further final assessments were performed (1xKZN; 3xNW; 2xFS; 2xEC; 1xWC). The candidates were all successful and their Portfolios of Evidence are at a high standard, though not all have completed certain requirements for the Portfolios. All possible support is rendered to finalize the latter. The assessments included participants from the first and second rounds of Dairyman courses. Five of the nine candidates were second round candidates.

Non-achievements / underperformance

Though difficult to quantify, too few second round candidates have been assessed.

Reasons for non-achievements / underperformance

Workload and non-commitment of learners to actively construct portfolios. In addition, mentors at participating enterprises could present more leadership in this regard.

Planned remedies for non-achievements / underperformance

Renewed attempts before end of first month of new year to motivate learners and mentors to complete the process. There are indications (EC) that intense motivation and support is being mobilised to support learners to expediently complete their portfolios and preparation for final assessments.

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

The development of the required documents for submission to QCTO via FoodBev SETA is complete. This qualification is actually (somewhat like Dairyman which exhibits 10 part-qualifications that are actually specializations) a part-qualification of the qualification level titled Process Machine Operator (which consists of 28 part-qualifications), but in fact a dairy specific (part-qualification). The documents have been submitted to the

Non-achievements / underperformance

Qualification not yet submitted to QCTO by FoodBev SETA.

Reasons for non-achievements / underperformance

appointed Qualification Development Facilitator (QDF) (who is not employed in the Dairy industry). A sign-off meeting was co-facilitated to expedite the process, but up to now the qualification has not been submitted to QCTO, for reason of certain part-qualifications not being complete.

Qualification Development Facilitator was still completing certain amendments to other part-qualifications in the parent qualification in which Milk Reception Operator resorts.

Planned remedies for non-achievements / underperformance

Attendance of an information session of QCTO on 27 January 2017 to (1) determine status of already submitted qualifications (Dairyman) and any changes to submissions that may be needed in future, together with Qualification Development Facilitator and FoodBev SETA staff. This does not guarantee success but at least gives better insight into processes and may improve future submissions.

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

AS PER THIRD QUARTER REPORT: New Power Point learning aids (for the instructor) has been developed for MRO, learning materials have been repackaged and assessment tools have been developed fully. A run of the workshops for MRO has started in the third quarter and WAS COMPLETED in the fourth quarter. Six learners are participating, in line with the recommendations of the Advisory sub-committee (small number only).

No Non-achievements / underperformance has been reported

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

An analysis of the Occupational Profile was compiled, together with a 'broad appreciation of how the provision of the course could be performed. This was circulated to trainers in industry and the nominated Constituency Group (CG) involved in Laboratory Analyst. Scheduled work meetings was cancelled by FoodBev SETA to allow for a Board meeting during which the approval for

Non-achievements / underperformance

QDF not yet appointed (the Project only makes recommendations but does not make the appointment). No CG meetings held as yet.

Reasons for non-

development of this learnership and budgetary allocations (by the Board) had to be obtained. CG meetings has been moved to first quarter 2017, but no dates have been fixed yet by FoodBev SETA.

achievements / underperformance

As reported in third quarter, lack of a number of decisions and performances by SETA. The Project is still pushing hard for events in the process. A meeting in December 2016 placed on record the outstanding issues to be addressed expediently by FoodBev SETA to advance the progress.

Planned remedies for non-achievements / underperformance

Meeting on outstanding issues held with FoodBev SETA ETQA staff in December 2016. Awaiting restart of process (but not within direct control of Project).

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 and submitted to FoodBev SETA.

Non-achievements / underperformance

No report received from SETA or policy statements on how to deploy these SPs yet.

Reasons for non-achievements / underperformance

ETQA staff not yet sure how to handle SPs contained in 'new' qualifications.

Planned remedies for non-achievements / underperformance

Addressing the questions of deployment of SPs to be discussed in 27 January 2017 information meeting with QCTO.

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

expertise.

Achievements

Meetings of committees serving on attended if not out of office for curriculum matters (Dairyman, MRO, assessments). Fair interaction with CEP project and Regulations and Standards project, as well as primary industry and main Transformation project.

No Non-achievements / underperformance has been reported

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

Achievements

All financial contribution done (last in fourth quarter). No printing done for goal.

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

Completed in all aspects of planning.

No Non-achievements / underperformance has been reported

Income and expenditure statement

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|------------------------------------|---------------------------------------|
| Income and expenditure statement | SecTrgFin_Oct2016.doc |
| Unnecessary spending during period | No |

Popular Report

[Popular report PRJ-0105_4th qtr 2016.doc](#)

Additional documentation

No file has been uploaded

Statement

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| Levy funds were applied only for the purposes stated in the contract | Yes |
| Levy funds were applied in an appropriate and accountable manner | Yes |

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| 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 |