



Skills and knowledge development primary dairy industry

(PRJ-0191-2018)

Milk Producer's Organisation

Year 2018 (January 2018 till December 2018)

Project goals

Goal 1 - Skills and knowledge development at qualifying black dairy enterprises: The identification process of black dairy entrepreneurs based on a gap-analysis and Milk SA criteria. (The entrepreneurs are black milk producers and/or their workers)

Achievements

The gap analysis process aims to identify black dairy entrepreneurs to participate in dairy training interventions to assist in increasing dairy production on their farms. In order to determine the training needs of the black dairy entrepreneurs an electronic survey questionnaire, personal interviews and farm visits (in some instances) were conducted. Milk SA's guidelines for black entrepreneurial support were included in the selection and identification process. These guidelines require black farmers to provide:

Proof of a Milk SA registration number and a secured market offset.

Production and marketing of milk for at least one year to a registered role-player.

Proof of a fodder flow programme.

Proof of current and previous support from government and others.

Proof of own investments in the dairy business.

Proof of land ownership.

Requirements that can be facilitated by Milk SA include:

Participation in official CA and TB programmes (Reg 1256 of 27 Jun 87).

A certificate of acceptability (Reg 1256).

Compliance with milk quality standards (Reg 1555 of Nov 97).

Participation in an official milk recording scheme.

The electronic survey questionnaire evaluated the following aspects of the dairy business:

Financial health and financial management practices.

Dairy herd management (cows per person, average milk production, SSC, feed cost and milk production ratio).

Dairy management practices (milk recording, herd composition, reproduction-, health- and feed management).

Based on the analysis, the following training programmes (skills development programmes and/or dairy occupational qualification modules) were proposed by the MPO Institute and considered by the farmer:

Dairy production.

Artificial insemination.

Calf and heifer rearing, feeding and health care.

Dairy animal healthcare.

Dairy animal reproduction.

Dairy animal feeding.

Milk harvesting and in-parlour processing.

Team leadership.

Dairy code of practice.
Dairy farm production management.
Farm business management.

The MPO acquired emerging farmer's lists from DAFF as well as the MPO membership database to contact a total of 52 farmers during the course of 2018. A request to use Milk SA transformation data were discussed at the various Skills Development Committee meetings, but no approval has been granted to utilise Milk SA's data lists. A total of fifteen black dairy entrepreneurs (farmers) completed the electronic surveys and responded to the MPO training.

No Non-achievements / underperformance has been reported

Goal 2 - Skills and knowledge development at qualifying black dairy enterprises: Presentation of skills development programmes and/or dairy occupational based modules

Achievements

Based on the gap analysis and the training needs of the farmers, the following courses were presented to black dairy entrepreneurs (farmers) and their farmworkers:

Term	Course	Province	Number of participants
Term 2	Dairy health care	North West	11
	Dairy calf and heifer rearing, feeding and health care	OFS	7
	Dairy Code of Practice – Legendary Game	Mpumalanga	13
Term 3	Tractor Maintenance	Eastern Cape	15
	Artificial Insemination	Eastern Cape	13
Term 4	Occupational Health and Safety	Mpumalanga	11
	SA dairy farming environment	Eastern Cape	8
	Dairy calf and heifer rearing, feeding and health care	Eastern Cape	8
	Dairy animal health care	Eastern Cape	7
	Dairy animal reproduction	Eastern Cape	7
	Dairy animal feeding	Eastern Cape	7
	Milk harvesting and in-parlour processing	Eastern Cape	7
	Dairy Code of Practice – Legend(i)ary Game	Eastern Cape	8
	Dairy Production Management	Eastern Cape	13

Fourteen (14) courses were presented to a total of 135 participants (farmers and farmworkers).

No Non-achievements / underperformance has been reported

Goal 3 - Piloting of modules developed in 2017: Pasture management, Bio-security in dairy production, Dairy reproduction management - to at least ten (10) students per module

Achievements

The following modules were developed in 2017 and piloted in 2018:

Dairy Reproduction management: The course was presented from 23 – 27 July 2018 at Orange Grove Dairy, Dundee. Twenty-five (25) students participated and completed the knowledge component of this module.

Pasture management: The course was presented from 13 – 17 Aug 2018 at Cedara Agricultural College. Twenty-two (22) students participated and completed the knowledge component of this module.

Bio-Security management: The course was presented from 22 – 25 Oct 2018 at Woodlands Dairy, Humansdorp. Eleven (11) students participated and completed the knowledge component of this module.

Industry experts facilitated the piloting of the abovementioned courses.

No Non-achievements / underperformance has been reported

Goal 4 - Continuous evaluation of and expansion on already developed part qualifications, specialised qualifications and the full dairy occupational qualification

Achievements

The following revisions and improvement of existing and new dairy learning material of the Dairy occupational qualification and skills development programmes occurred during 2019:

Module 8, The Dairy Code of Practice for Milk Producers has been re-designed into a *legenda(i)ry* game for farmworkers. This game uses educationally relevant and experiential learning methods to increase learning, retention and participation amongst the learners. This module also forms part of the dairy farmworker part-occupational qualification, which is still awaiting registration from SAQA and QCTO. The game is currently presented as a unit standard based skills programme. Although formative assessment and revision forms part of the game, a summative assessment had to be developed as part of the requirements for a skills programme.

A *legenda(i)ry guide* for farmworkers, covering all the chapters of the Code of Practice for Milk Producers, has been developed in 2017 and completed during the first quarter of 2018.

Module 11, Dairy Pasture Management was re-evaluated by industry experts and the content and layout of this module were adapted accordingly. Presentation plans (facilitator guidelines) and Power-Point presentations were developed in the 2nd quarter, where after the module was piloted in the 3rd quarter of 2018. Based on the pilot evaluation report, student evaluation reports with practical evaluation- and workplace experience guidelines were developed and forwarded to the farmers, mentors and students. Facilitation guides were also adjusted to include additional practical demonstrations.

Module 12, Dairy Reproduction Management that was developed in 2017, has been verified and signed off by industry experts in the 1st quarter of 2018. The curriculum design document, knowledge and practical assessments as well as the workplace experience logbooks have been developed and completed for registration as a specialised/part qualification of the Dairy Occupational Qualification. Presentation plans (facilitator guidelines) and Power-Point presentations were developed in the 2nd quarter, where after the module was piloted in the 3rd quarter. Based on the pilot evaluation report, student evaluation reports with practical evaluation- and workplace experience guidelines were developed and forwarded to the farmers, mentors and students. Facilitation guides were also adjusted to include additional practical demonstrations.

Module 13, Dairy Bio-security Management, which was also developed in 2017, was evaluated by industry experts and adapted accordingly. The curriculum design document, the knowledge and practical assessments as well as the workplace experience logbooks were completed in the 1st quarter of 2018. The presentation plans and Power-Point presentations were developed in the 3rd quarter, where after the module was piloted in the 4th quarter of 2018. Revision of the learning material took place after the evaluation of the project pilot.

Supervisor (Module 1 – 8) and management modules (Module 9 – 13). Presentation plans (training orientation presentations), referring to all the requirements, content and outcomes of the supervisor and management modules were developed. Power-Point presentations for the

facilitation of the supervision modules (1 – 7) and management modules (modules 9 – 13) were also reviewed and improved. The Power-point presentation for Module 8 will only be revised in 2019.

The content of the Dairy Occupational Qualification was reviewed and consolidated in electronic and printed format. The content includes information letters to farmers and students regarding the content of the course/module, facilitation plans, Power-Point orientation presentations, Power-Point facilitation presentations, learning material, knowledge assessments, practical assessments, workplace experience logbooks and moderation plans.

Skills development programmes were reviewed and improved during the 3rd and 4th quarter.

The revision included learner material, assessment documents as well as the development of new Power-Point presentations. These skills development programmes included Dairy production; Artificial insemination; Dairy husbandry practices; Socio-economic empowerment and Occupational Health and safety.

Internal training for the instructors of the MPO Training Institute took place in the 1st and 4th quarter of 2018:

10 - 12 Jan 2018: Training orientation on the facilitation of the Legend(a)ry board game.

23 – 26 Apr 2018: Training-the-trainer on Reproduction Management and the use of cow cards for record-keeping.

10 - 14 Dec 2018: Facilitators orientation on current and new training administration processes, new Power-Point presentations and training methodologies.

DATABASE

The training database development commenced in 2017. The database implementation started with the capturing of data covering the period 2015 – 2018. The capturing process assisted in identifying errors for corrective actions. Corrections have not been completed yet, which delayed the subsequent development of the training data capturing and process flow implementation. The process will continue in 2019.

No Non-achievements / underperformance has been reported

Goal 5 - Interaction on skills and knowledge development with authoritative bodies to develop and maintain industry training expertise

Achievements

The Occupational Curriculum document, Occupational Assessment Specifications document and Occupational Qualifications document for the **Dairy Farmer Occupational Qualification Design** have been developed and submitted to AgriSeta in 2012. The process of Dairy occupational qualification evaluation at the QCTO and registration at SAQA have been delayed due to SLA issues between AgriSeta and the QCTO, concerns regarding part and full-time qualifications as well as a lack of commitment from AgriSeta and QCTO (project leader's opinion) to complete the project. The MPO, however, continued with the development of the knowledge-assessment- and workplace experience components of the Dairy Farmer curriculum, which consists of three levels: Dairy farmworker, Dairy supervisor and Dairy herd manager. The Dairy farmworker curricula consist of seven modules, the supervisor of eight modules and the herd manager of four modules. The dairy farmworker and supervisor levels are regarded as part qualifications whilst the supervisor and herd manager forms the full qualification. AgriSeta and the QCTO advised the MPO that further development of modules (based on industry needs), should be regarded as specialised modules, additional to the qualification. The development of specialised modules will not interfere with the already delayed registration process.

The MPO pilot the farmworker program in 2015 and the supervisor program in 2016. Portfolios of evidence will serve as proof for recognition of prior learning (RPL) or external integrated summative assessment (EISA) for student qualification after registration of the qualification. The knowledge components of the Production management and Business management modules were piloted in 2016 whilst Reproduction management, Pasture management and Biosecurity management were piloted in 2018. After each pilot session, programmes were reviewed and adjusted accordingly.

A quality management system (QMS) has been developed to the extent allowed before

registration of the qualification. The following processes of the Dairy occupational qualification still have to be addressed:

QCTO evaluation and SAQA registration of the Dairy occupational qualification.

Revision of the occupational design based on QCTO recommendations.

Accreditation and registration of the MPO Training Institute as Skills Development Provider (SDP).

MPO accreditation as Assessment Quality Partner (AQP).

MPO identification and accreditation of external assessors.

Identification and accreditation of assessment centres for EISAs (external integrated summative assessments).

Implementation of a SLA between the MPO and AgriSeta for industry assisted quality assurance.

Submission of statements of results to the QCTO for the pilot projects conducted during 2015 – 2018.

Policy documentation as required by the QCTO.

Several meetings took place between the MPO, AgriSeta and the QCTO during 2018, in an attempt to solve the issues regarding the registration of the Dairy occupational qualification (see the list of meetings). AgriSeta pledged their support to the registration process of the Dairy qualification. In Dec 2018 the MPO received a letter from the QCTO stating that the registration is in process. The MPO take further steps in 2019.

The following meetings concerning skills and knowledge development took place during 2018:

31 Jan 2018: AgriSeta meeting to discuss discretionary and mandatory grants for 2018/19.

15 - 16 Feb 2018: The MPO Institute represents the Red meat industry at the Sector Skills Committee (SSC) of AgriSeta. Discussions included research relating to the economic performance and trends of the sector, occupational shortages, emerging skills needs and demands. Dairy specific training for small emerging farmers, cooperatives and commercial farmers has also been identified as an occupational shortage and skills gap in the red meat industry.

In Apr 2018 the MPO requested formal feedback from AgriSeta regarding reasons for the delay of the registration process. AgriSeta met with the QCTO to discuss the registration delay. The MPO was informed that SAQA and the QCTO regard the part qualifications of the Dairy Occupation as a point of contention. The Dairy Occupational Qualification is not the only qualification with registration problems. The MPO received a formal letter of apology from AgriSeta regarding the delayed registration process.

16 Apr 2018: Secondary Industry Skills Development Committee to discuss 1st quarter reports and relevant issues.

18 Apr 2018: Primary Industry Skills Development Committee meeting to discuss 1st quarter reports and relevant issues.

14 Jun 2018: Attend the Milk SA AGM and provide feedback on Primary Industry projects.

06 Aug 2018: Milk SA Transformation meeting to discuss NAMC and Milk SA transformation guidelines for 2019.

06 Aug 2018: Meeting with AgriSeta to discuss the way forward with the registration of the Dairy Occupational Qualification.

07 Aug 2018: Secondary Industry Skills Development Committee meeting – to discuss 1st and 2nd quarter reports as well as industry relevant training issues.

08 – 09 Aug 2018: Meeting with WCDoA to discuss cooperation in farmworker programmes and a possible MOU for dairy skills and knowledge development.

14 Aug 2018: Primary Industry Skills Development Committee meeting – to discuss 1st and 2nd quarter reports as well as industry relevant training issues.

18-19 Aug 2018: Visit dairy farmers in the Cradock, Cookhouse, Alexandria and Humansdorp to promote dairy employee and developing dairy farmer training. Visit the farm of a black dairy entrepreneur for a gap-analysis.

27 Sep 2018: Attend an AgriSeta workshop on Skills development policies and procedures.

28 Sep 2018: Meeting with AgriSeta to discuss reasons for the delay in the registration of the Dairy occupational qualification.

08 Oct 2018: Meeting with AgriSeta to discuss issues regarding the registration of the Dairy occupational qualification. QCTO committed to ensure the registration of the Dairy sector's qualification. AgriSeta also informed the MPO on discussion outcomes with the QCTO.

16 Oct 2018. A follow-up meeting with AgriSeta to discuss the registration of the Dairy occupational qualification.

16 Nov 2018. Attend AgriSeta SSC meeting in Johannesburg to discuss sector profiles.

27 Nov 2018. Meeting with AgriSeta to discuss the registration status of the Dairy occupational

qualification. AgriSeta is awaiting the registration of the qualification from the QCTO. Various meetings took place between AgriSeta and the QCTO to discuss issues regarding the outstanding dairy qualification.
29 Nov 2018. Attend Milk SA member meeting and provide feedback on Primary Industry projects.

No Non-achievements / underperformance has been reported

Goal 6 - Promotion of skills and knowledge development in the dairy industry

Achievements

The MPO Training Institute contributed the following training articles for *The Dairy Mail* during 2018:

Jan 2018 – “*Put your best foot forward with training*”: Infographic on all the projects the MPO Institute were involved in during 2017.

Feb 2018 - “*The impact of development*”: Focusing on the graduation ceremony of Orange Grove Dairy students who completed partial and full qualifications of the Dairy occupational qualification.

Mar 2018 – “*Lessons in Legenda(i)ry*”: The Legenda(i)ry board game is a new training intervention focusing on the content of DSA’s Dairy Code of Practice for Milk Producers to educate dairy farmworkers on all the components in a dairy production facility impacting on food safety standards.

Apr 2018 - “*Groen is goud werd*”: Focusing on pasture management for sustainable and profitable milk production and the Pasture management course to be presented by the MPO Institute in 2018.

May 2018 - “*Die waarde van opleiding*” and “*Our top 5 training courses*”: Focusing on the value of training for the learner and the farmer as well as the most popular courses presented by the MPO Training Institute.

Jun 2018 - “*P...is for people*”: Focusing on the MPO’s three pillars of sustainability – profitability, people and planet.

Jul 2018 – “*Winter training update*”: Focusing on the MPO Training Institute’s activities and scheduled courses.

Aug 2018 - “*Women in dairy*”: Focusing on women and calf rearing.

Sep 2018 - “*n Loopbaan in Landbou*”: Focusing on career opportunities in the dairy industry.

Oct 2018 – “*Biosekuriteit 101*”: Focusing on the importance of biosecurity and biosecurity training on a dairy farm.

Nov 2018 - “*Hoekom moet jou werkers opleiding ontvang*”: Focusing on the advantages of trained dairy farm employees.

Dec 2018 - “*Terugblik op 2018*”: Focusing on the training activities of the MPO Training Institute during 2018.

MPO Training Institute concluded the following radio and television interviews during 2018:

6 Feb 2018: Landbou Radio - Dairy training interventions.

29 Mar 2018: Grootplaas – The Legenda(i)ry game board based on the Dairy code of practice for milk producers.

9 Apr 2018: RSG Radio regarding dairy training interventions and the Legenda(i)ry game board.

3 Aug 2018: RSG Radio regarding the dairy industry’s programme at the Alfa Livestock Show that will take place from 18 – 20 Sep 2018.

29 Oct 2018: Grootplaas TV – Biosecurity and the MPO’s new Biosecurity training program.

The MPO Training Institute concluded various visits during 2018 to promote dairy training, benchmark best practices and network with stakeholders and role-players:

24 Aug 2018: Attend the Land Reform Summit in Bela-Bela. The summit focused on current transformation strategies and the role of the agricultural industry. The dairy industry shared information on successful share-milking and joint venture projects, dairy mentors and student internship programmes on dairy farms.

18 – 21 Sep 2018: Attend the Alfa Livestock Show in Parys. Milk SA, MPO, SAMPRO and DSA participated as exhibitors during the event. The MPO and MPO Training Institute were also involved in the following activities:

Coordination of practical demonstrations and discussions focusing on characteristics of dairy breeds, the clinical evaluation of a dairy cow, calf rearing practices, administration of medicine and vaccines as well as milk safety.

Participation in a program for all role-players in the emergent agricultural sector. Black dairy entrepreneurs were also invited to attend the discussion sessions and activities presented at the show.

School milk project.

Cheese tasting competition.

Participation in a student industry day (in collaboration with the South African Society for Animal Science) to give students a realistic perspective on the agricultural and dairy industry.

09 – 10 Oct 2018. Attend Agri SA Conference at Sun Arena Pretoria.

25 Oct 2018. Attend an Animal Health Forum CPD event at Onderstepoort. Discuss bio-security issues and the Bio-security management course presented by the MPO.

10 – 12 Oct 2018. Attend Agri-Expo in Stellenbosch. The Expo provided the MPO Training Institute the opportunity to promote dairy training, present and attend a workshop on bio-security on goat farms, network with industry role players, participate in the school milk event and present a farmworker program in collaboration with the WCDoA.

The MPO Training Institute's prospectus was developed in 2017, revised in the 1st quarter of 2018 and distributed to all dairy farmers with the Jun 2018 edition of The Dairy Mail. The prospectus covers a synopsis of all the skills development programmes and modules of the dairy occupational qualification. The prospectus was also emailed to approximately 300 dairy farmers after telephonic consultation by MPO Training Institute.

No Non-achievements / underperformance has been reported

Income and expenditure statement

Income and expenditure statement	201812 MSA training budget combined.pdf 201812 MSA training budget summary.pdf
Unnecessary spending during period	No

Popular Report

[POPULAR REPORT 2018.docx](#)

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