



## **Skills and knowledge development primary dairy industry**

(PRJ-0191-2018)

### **Milk Producer's Organisation**

**Quarter 1 2018** (January 2018 till March 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, to determine the training needs of the black dairy entrepreneurs, includes an electronic survey questionnaire, a personal interview as well as a farm visit. Milk SA's guidelines for black entrepreneurial support have also been included in the identification process. The basic requirements for black entrepreneurs to be included in Milk SA projects entail:

- 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 evaluates 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 or dairy occupational qualification modules) are then 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.

Only two farms were visited during the 1st quarter of 2018. This is the result of the uncertainty of Milk SA's approval of this goal. In order to respect the confidentiality of farmers, evaluation reports are not submitted with this report. More farms will be evaluated during the 2nd quarter. Training of these farmers and their workers will also commence in the 2nd quarter of 2018.

### ***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***

Courses will only be presented after identification of the farmers. Training will however commence in the 2nd quarter of 2018.

### ***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 modules that were developed during 2017 will be piloted in 2018 according to the following schedule:

Pasture management: 3rd Quarter

Bio-Security management: 4th Quarter

Dairy Reproduction management: 4th Quarter

### ***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***

**Module 8**, covering 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 of a skills programme.

A legenda(i)ry guide for farmworkers, covering all the chapters of the Code of Practice for Milk Producers in a simplified manner, 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 will be developed in the 2nd quarter, whereafter the module will be piloted in the 3rd quarter of 2018.

**Module 12, Dairy Reproduction Management** that was developed in 2017 has also 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 will be developed in the 2nd quarter. The module will be piloted in the 4th quarter, where after revision of the module content will take place.

**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 have been completed in the first quarter of 2018. The presentation plans and Power-Point presentations will be developed in the 3rd quarter, whereafter it will be piloted in the 4th quarter of 2018.

The training data base that was developed in 2017 was implemented in the 1st quarter of 2018. The implementation included data capturing of training records. The capturing process assisted in identifying errors and corrective actions. Dashboard reports and training process management will be developed during the 2nd quarter of 2018.

## ***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***

Three meetings took place between the MPO Institute and the AgriSeta:

A workshop took place in Jan 2018 to discuss discretionary and mandatory grants for 2018/19. This session also provided an opportunity for the signing of bursary and internship contracts with the AgriSeta.

The MPO supports three bursary students at the Technical University of Tshwane (TUT) who are currently studying BTech Animal Production. These students were identified and selected as bursary candidates based on their performance as interns at commercial dairy farms during 2017.

The MPO selected and placed eight students at commercial dairy farms as interns for workplace experience during 2018.

The MPO Institute is represented at the Red Meat Sector Skills Committee of AgriSeta. This committee convened in Feb 2018 to discuss research relating to the economic performance and trends of the sector. Research topics covered occupational shortages and emerging skills needs, issues and demands. The research results derived from annual training reports (ATR) and workplace skills plans (WSP) data as well as qualitative research methods including stakeholder interviews. It should be noted that AgriSeta makes a clear distinction between the commercial and smallholder sector (informal/communal). The latter are also further divided into small scale subsistence producers and emerging producers. The agricultural sector comprises of 11 subsectors and dairy farming forms part of the red meat subsector. A total of 8990 red meat subsector entities are registered with the South African Revenue Services (SARS), contributing 42% of total entities in the agricultural sector. Of these registered entities only 29% contribute to the skills development (SDL) levy.

Legislative and policy frameworks, contextual change drivers and industry specific perspectives on skills development identified the following skills implications to be addressed in the sector skills plan:

Practical skills transfer through mentoring and on-the-job-training.

Improved quality of agricultural extension services qualifications.  
Partnerships with higher education institutions for research and development into the subsector.  
The need for occupationally orientated skills training that offers in-the-field experience and mentorship.  
Environmental concerns related to food security and ecological sustainability.

Dairy specific training for small emerging farmers, cooperatives and commercial farmers has been identified as an occupational shortage and skills gap in the red meat industry.

A meeting between the MPO and the AgriSeta was concluded in Mar 2018 to discuss the way forward with the registration of the Dairy Occupational Qualification. The registration process remains outstanding since 2012. In the interim, the MPO continued with the knowledge development of the curriculum content, knowledge and practical assessments as well as work experience criteria and logbooks. The MPO implemented training of trainers' sessions as well as training of numerous students who completed partial and full dairy occupational qualifications. Industry certificates were awarded to these students. Portfolios of evidence serve as proof of the training and will be submitted to the QCTO after official registration of the qualification. The QCTO will then determine whether an integrated external summative assessment will be conducted before official QCTO occupational certificates will be awarded. Issues will be discussed between the MPO, the AgriSeta and SAQA in the 2nd quarter of 2018.

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

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

#### ***Achievements***

A visit to Parmalat and Rhodes Food Group to promote the new Legenda(iry) board game took place in Jan 2018. During the same period the MPO Institute also had a meeting with the Western Cape Department of Agriculture (WCDoA) to discuss possible training cooperation. The WCDoA also approached the MPO Institute to develop a basic cheese judging course. Development of such a course will focus on transformation opportunities in the sector and this course will also be a pre-requisite for judges participating in the SA Dairy Championships for the Quality awards.

The MPO Institute included the following training articles in The Dairy Mail during the first quarter:

*Put your best food forward with training:* Information graphic on all the projects the MPO Institute were involved in during 2017 – AgriSeta training projects and internships; Parmalat projects and the Dairy Code of Practice; Milk SA training projects to black developing farmers and dairy farmworkers, the Alfa Expo and the RPO transformation project.

*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.

*Lessions in Legenda(i)ry:* The Lengenda(i)y 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.

An interview on Landbou radio took place in Feb 2018 regarding dairy training interventions for 2018 and a Grootplaas interview on the Legenda(i)ry boardgame based on the Dairy Code of Practice in Mar 2018.

A training prospectus was developed in 2017 and revised in the 1st quarter of 2018. The new prospectus includes a description of all the skills development programmes and modules of the dairy occupational qualification. The new prospectus will be distributed to all dairy farmers with the Jun 2018 edition of The Dairy Mail.

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

# Income and expenditure statement

Income and expenditure statement	<a href="#">201803 ist mpf ledgers and budgets.MAY18.pdf</a> <a href="#">201803 MSA training summary.pdf</a>
Unnecessary spending during period	No

## Popular Report

[POPULAR REPORT 1ST QUARTER.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