



Skills and knowledge development primary dairy industry

(PRJ-0191-2018)

Milk Producer's Organisation

Quarter 2 2018 (April 2018 till June 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 farmers were visited in the 1st quarter of 2018. Reason for only visiting two farms is the uncertainty of Milk SA approval of this goal. During the 2nd quarter four additional farms were evaluated.

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

A Calf and Heifer rearing course were presented to an identified farmer and Code of Practice for Milk Producers – Legenda(i)ry game were presented to another farmer. More courses and evaluations will take place in the 3rd and 4th quarter.

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:

Dairy Reproduction management: 23 – 27 July 2018

Pasture management: 13 – 17 Aug 2018

Bio-Security 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

A presentation plan, referring to all the requirements and pre-scribes for the presentation/facilitation of all the supervisor and management modules have been developed. Furthermore power-point orientation presentations for all the management modules have also been compiled, outlaying the course content and performance areas expected from the students. Power-point presentations for the Pasture and Reproduction management modules have also been developed.

The content of the Dairy Occupational Qualifications has been revised and consolidated in electronic and printed format. The content include information letters to farmers and students regarding layout en 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.

The training data base that was developed in 2017 was implemented in the 1st and 2nd quarter of 2018. The implementation included data capturing of training records from 2015 – to date. The capturing process assisted in identifying errors and corrective actions. These actions delayed the process for the development of dashboard reports and training process management. Development will continue during the 3rd and 4th quarter.

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

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. This issue can only be cleared once the qualification has been registered.

In Apr 2018 the MPO insisted on formal feedback form AgriSeta regarding reasons for the delay of the registration process. AgriSeta convened with the QCTO to discuss the registration delay. To date the MPO was informed that SAQA and the QCTO regard the part qualifications of the Dairy Occupation as a point of contention. This matter will receive attention during the 3rd quarter. It should be noted that the Dairy Occupational Qualification is not the only qualification with this problem.

The MPO instructors received in-house training on Dairy Reproduction and the use of cow cards for record-keeping. The training was facilitated by industry experts over a period of four working days.

The Secondary Industry Skills Development Committee meeting took place on 16 Apr 2018 and the Primary Industry Skills Development Committee meeting took place on 18 Apr 2018. During these meetings the 1st quarter reports and other relevant issues were discussed. Primary Industry also provided feedback on skills development project objectives during the Milk SA AGM that took place on 14 Jun 2018.

No Non-achievements / underperformance has been reported

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

Achievements

The MPO Institute concluded an interview on Landbou Radio during Apr 2018 and also published the following training articles in The Dairy Mail during the second quarter:

"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.

"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.

"P...is for people": Focusing on the MPO's three pillars of sustainability – profitability, people and

planet.

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 was distributed to all dairy farmers with the Jun 2018 edition of The Dairy Mail. The MPO Institute also contacted more than 300 dairy farmers during the 2nd quarter to promote dairy training.

No Non-achievements / underperformance has been reported

Income and expenditure statement

Income and expenditure statement	201806 MSA training budget.pdf 201806 MSA training summary.pdf
Unnecessary spending during period	No

Popular Report

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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