



Design and development of the curriculum as well as learning material development for a dairy farming occupational qualification.

(PRJ-0006-2013)

Milk Producers Organisation

Year 2013 (January 2013 till December 2013)

Project goals

Goal 1 - Compile and submit a formal application to the QCTO to act as Development Quality Partner.

Achievements

Goal achieved.

A large number of occupations were listed with the QCTO as part of the QCTO pilot project for the development of occupational qualifications. AgriSeta adopted the role and function of the Development Quality Partner (DQP) in consultation with industry role-players for a number of occupational qualifications in the agricultural sector. The partnership between the QCTO and the DQP (AgriSeta) is directed by means of a formal SLA. The agreement specifies the qualifications(s) or specialisations(s) delegated, responsibilities of signatories and a development project time line. Even though AgriSeta enter into partnership agreements with industry representative bodies, the AgriSeta remains the accountable party to the QCTO. Against the above background, the AgriSeta entered into a partnership with the MPO to fulfill the expectations of the QCTO in terms of the development of the Dairy Occupational Qualification. A MOU was concluded between the AgriSeta and the MPO to establish a working relationship that will ensure joint responsibility for a number of project deliverables and associated activities. (Signed 31 Dec 2011).

No Non-achievements / underperformance has been reported

Goal 2 - Get approval from the QCTO for the scope of occupations.

Achievements

Goal achieved.

The QCTO's initial intention was to develop a generic livestock farming curriculum that will address all areas of livestock farming. As the development of the Livestock farming curricula progressed (MPO was part of this development team), the need to consider dairy farming specific areas of learning became apparent. A further process was initiated to address the specific needs of the dairy farming industry.

The QCTO approved the following occupational alignment:
Dairy Farm Manager
Dairy Farm Supervisor
Dairy Farm Worker/ Assistant

No Non-achievements / underperformance has been reported

Goal 3 - Co-ordinate and fund an industry meeting to confirm the process, stakeholder involvement, the role of the MPO as Development Quality partner, appointment of persons who will act as the Qualification Development Facilitators.

Achievements

Goal achieved.

The first scoping meeting for the refinement of the profile to address dairy specific needs already took place in January 2012. The meeting recognized the need to involve a broad range of stakeholders during the curriculum development process. The progress of learning is illustrated by the following model:

**MODEL OF CURRICULUM PARAMETERS CAN NOT BE INSERTED BY PROGRAMME.
REFER TO INSTITUTE FOR MODEL**

The model proposed the following:

A person employed in a first line managerial position on a dairy must be able to attend to all dairy farming practices - NQF Level 2 - 4. The qualification must therefore promote progression of learning from NQF level 2 to 4/5.

Dairy farming specific practices will be introduced at NQF level 2. The GETC/ABET qualification at NQF 1 sufficiently addresses general farming activities.

The introduction of the Modules of Employable Skills concepts by the QCTO created an opportunity to rethink the Curriculum structure in terms of dairy farming per se. The initial concept considered the development of three separate qualifications. A qualification at dairy farm worker level, followed by a qualification at dairy farm supervisor level and finally a qualification at dairy farm unit manager level. This approach was restructured with the dairy farm worker and supervisor being established as Modules of Employable Skills within a single Dairy Unit Manager qualification.

The focus of the emerging farming and rural or informal farm labour market are more aligned to skills in farming related practices that will capacitate them to sustain their farming business and income needs than the achievement of a formal national qualification endorsed by the QCTO. Structured industry learning programs aligned to Modules of Employable Skills are thus best suited to address these needs.

All training delivered in the dairy farming industry must be therefor be based on a national standard and must be quality assured. This includes national QCTO qualifications as well as Modules of Employable Skills delivered as industry certificate programs.

The AgriSeta concluded an agreement with the MPO to act as Development Quality Partner for this qualification and therefor approved a budget for facilitator remuneration. The AgriSeta acts as Assessment Quality Partner (AQP) in terms of a formal agreement with the MPO. This agreement will ensure that the MPO remains responsible for matters such as but not limited to expert inputs in setting standards, design of assessment instruments, appointment of assessors and moderators, and recommendations to the QCTO on provider accreditation.

A core group of dairy farming experts attended all the workshops to ensure continuity during the development. The following persons were nominated as members of the constituency group: Dr

JH du Preez, Prof L Erasmus, Dr K Coetzee, Dr K Muller, Dr D Louwrens, Dr F Malan, Mr D Schutte, Mr K Pienaar, Mr J. Wasserman, Mr P Swart, Mr J Breytenbach, Ms S Erasmus and Mr G Viljoen. Additional members were nominated during the various stages of the project as required. A group should ideally not exceed 15 members during any development stage to ensure functionality. H van Deventer acted as QDF for this project and C Havenga as assistant QDF.

No Non-achievements / underperformance has been reported

Goal 4 - Orientation of Qualification Development Facilitators appointed by the MPO.

Achievements

Goal Achieved.

The initial profiling process took place in February 2012. Work done by livestock farming was used as a baseline and was further refined to reflect dairy specific needs. The product of this session is an Occupational Profile and Occupational Task Analysis. The result of these workshops clearly demonstrates the need for dairy farming specific curricula that are fit for purpose. The dairy profile was distributed to members of the MPO for verification. Feedback received was positive and no major changes were proposed.

Various Specific Learning Process Design workshops were held during March, April, May, July, October 2012. The occupational profile to date has been distributed electronically to various dairy farming experts who participated at various stages of the development as well as recognized dairy farming experts and dairy farmers recognized as industry leaders. To date no comments received necessitated fundamental changes to the profile. Specific feedback was received from a number of respondents. Comments were supportive of the structure and content of the curriculum. It should be noted that Prof C McCrindle, UP regards this curriculum as one of the best in dairy farming she has ever evaluated.

No Non-achievements / underperformance has been reported

Goal 5 - Dev of the Occupational Curriculum for the Dairy Farm Worker: i. Dev of occup. profile. ii.Dev of subject specs. iii.Dev of practical skills modules. iv. Dev of work experience modules. v. Dev of final curric. document. vi. Dev of Qualification Assessment Specs. vii. Mandatory reporting to the QCTO.

Achievements

Combine Goal 5,6 and 7

The knowledge specifications, practical skills and work experience modules of the Dairy Unit Manager were developed over three distinct phases:

- During the initial development phase, the learning process design focused on the evaluation of the generic livestock farming components that were developed during 2012.
- This phase was followed by a dairy specific re-conceptualisation phase at Dairy Farm Supervisor level.
- The introduction of the Modules of Employable Skills concepts by the QCTO created an opportunity to rethink the curriculum structure in terms of dairy farming per se. The initial concept considered the development of three different qualifications. A qualification at dairy farm worker level, followed by a qualification at dairy farm supervisor level and finally a qualification at dairy farm unit manager level. This approach was restructured with the dairy farm worker and

supervisor being established as Modules of Employable Skills within a single Dairy Unit/Herd Manager qualification.

The following documents were submitted to and approved by QCTO:

- Occupational Qualification Document
- External Assessment Specification Document
- Curriculum Design Document

Liaison between the MPO/IDT, AgriSeta and the QCTO takes place on a continuous base.

No Non-achievements / underperformance has been reported

Goal 6 - Development of the Occupational Curriculum for the Dairy Farm Supervisor: i. Dev of occup. profile. ii.Dev of subject specs. iii.Dev of practical skills modules. iv. Dev of work experience modules. v. Dev of final curric. document. vi. Dev of Qual. Ass. Specs. vii. Mandatory reporting to QCTO

Achievements

Refer to Goal 5.

No Non-achievements / underperformance has been reported

Goal 7 - Development of the Occupational Curriculum for the Dairy Herd Manager: i. Dev of occup. profile. ii.Dev of subject specs. iii.Dev of practical skills modules. iv. Dev of work experience modules. v. Dev of final curric. document. vi. Dev of Qualif. Assess. Specs. vii. Mandatory reporting to QCTO

Achievements

Refer to Goal 5.

No Non-achievements / underperformance has been reported

Goal 8 - Development of learning material

Achievements

The first seven modules of the Dairy Farm Supervisor's learning material has been developed but are in process of being verified by industry specialists. The IDT started with the development of the Dairy Supervisor learning material, as it is a more logic approach in laying the foundation for the development of the Dairy Farm Worker and Dairy Herd Manager's learning material. The Dairy Farm Supervisor learning material consists of the following modules:

Module 1: The South African Dairy farming environment

Module 2: Dairy calf and heifer rearing feeding and health care

Module 3: Dairy animal health care

Module 4: Dairy animal production

Module 5: Dairy livestock feeding

Module 6: Milk harvesting and in-parlour processing

Module 7: Team leadership

The learning material for the Dairy Herd manager consist of two modules:

Module 8: Dairy farm production management

Module 9: Farm business management.

Module 8 and 9 have been developed but still need to be verified by industry specialists.

Note that all the learning material have to be verified by industry specialists and professionals before the material can be submitted for layout design. Modules 1 - 5 have been submitted for layout and design.

To complete the Dairy Curriculum Development project, the following activities need to take place:

- Finalise the verification of the knowledge modules for the Dairy Farm Worker, Dairy Farm Supervisor and Dairy Farm Manager.
- Develop the internal assessment instruments for the knowledge modules for the Dairy Farm Worker, Dairy Farm Supervisor and Dairy Farm Manager.
- Develop the practical learning exercises and required resources aligned with the practical modules for the Dairy Farm Worker, Dairy Farm Supervisor and Dairy Farm Manager.
- Design and layout of the knowledge modules, assessment instruments for knowledge modules and practical learning exercises for the Dairy Farm Worker, Dairy Farm Supervisor and Dairy Farm Manager.
- Piloting of the knowledge modules, assessment instruments and practical learning exercises.
- Printing of all the knowledge modules, assessment instruments and practical learning exercises for the dairy occupational curriculum.

Implementation of the dairy occupational qualification should commence in 2016.

Detail of Modules and Chapters that have been developed and are in the process of being verified:

MODULE 1 (NQF level 2)

South African Dairy farming environment

CHAPTERS

Introduction to the South African dairy industry

1. Career opportunities in the dairy industry
2. Commercial dairy farming
3. Emerging farmers and opportunities
4. Risks in dairy farming
5. The dairy industry value chain

Dairy breeds

1. Holstein Friesland
2. Jersey
3. Guernsey
4. Ayrshire
5. Dairy Swiss
6. Dual purpose breeds
7. Cross breeds
8. Choosing a breed

Basic dairy farming business concepts

1. Understanding management
2. Understanding money matters and costs
3. Understanding marketing
4. Understanding machines and equipment
5. Understanding manpower
6. Understanding of production material and resources
7. Understanding the value of livestock
8. Understanding productivity and profitability

9. Understanding production cycles

MODULE 2 (NQF level 3)

Dairy calf and heifer rearing, feeding and health care

CHAPTERS

Introduction to dairy calf and heifer health care

1. Developmental time scale of calves and replacement heifers
2. Care of calving and the new-born calf (vitality, colostrum, navel disinfection)
3. Importance of healthy calves and heifers in terms of productive herds
4. Visual appearance of a healthy calf
5. Factors that affect calf health
6. Importance of colostrum and passive immunity
7. Vaccination programs (active immunity) for dairy calves and heifers
8. Types of vaccines, storage and handling of vaccines (maintenance of the cold chain)
9. Internal parasite control
10. External parasite control
11. Separation of calves with disease and quarantine principles
12. Bio-security of calf rearing facilities

Calf rearing systems

1. Permanent housing
2. Movable pens
3. Calf camps for group rearing
4. Deep litter systems

Hygiene and Care

1. Importance of hygiene
2. Daily inspection practices including critical inspection points
3. Factors affecting hygiene
4. Cleaning and disinfecting chemicals and equipment
5. Signs of poor hygiene
6. Fly control
7. Water drainage and moisture control
8. Personal hygiene and protective clothing

Calf feeding concepts

1. Handling and feeding of colostrum
2. Handling and preparing milk and milk substitutes for feeding
3. Milk feeding risks (mastitis, milk containing residues such as antibiotics)
4. Basic nutritional requirements of dairy calves and heifers at various ages
5. Importance of roughage and concentrates at various ages
6. Milk feeding schedules of dairy calves
7. Feeding schedules for calves and heifers
8. Water and water quality needs
9. Cleaning and disinfection of feeding equipment
10. Weaning of calves

Awareness of dairy calf diseases

1. Causes of diarrhoea by viral diseases including rota, corona
2. Causes of diarrhoea by bacterial diseases including E.coli, Salmonella spp.
3. Causes of diarrhoea by protozoal diseases (coccidiosis)
4. Nutritional induced diarrhoea
5. First response treatments for diarrhoea
6. Causes of other diseases such as pneumonia, eye infections, navel infections, calf diphtheria

Calf and heifer care and production concepts

1. Calf and heifer handling and restraining
2. Identification, marking and branding
3. Removal of accessory teats

4. De-horning
5. Castration

MODULE 3 (NQF level 3)

Dairy animal health care

CHAPTERS

Diagrammatic illustrations and basic functions of the anatomical systems

1. Body parts of livestock
2. Main organs of livestock
3. The ruminant digestive system
4. The udder
5. The reproduction system
6. The immune system
7. The respiratory system
8. The circulatory system
9. The urinary system
10. The nervous system
11. The muscular and skeletal system
12. The skin

General dairy livestock health

1. Importance of healthy herd in terms of productive herds
2. Visual appearance of a healthy animal
3. Factors that affect animal health
4. Immunity and vaccination programs
5. Types of vaccines
6. Cold chain requirements (storage and handling)
7. Separation of livestock with disease
8. Risks of poor application practices (abscess forming)
9. Adverse drug reactions

Awareness of causes of disease in dairy animals

1. Viral diseases (e.g. lumpy skin disease, Rift Valley fever, three-day stiffness, enzootic bovine leukosis)
2. Bacterial diseases (e.g. anthrax, brucellosis, black quarter, pasteurellosis, eritis, mastitis, tuberculosis)
3. Toxins (e.g. botulism)
4. Fungal diseases (e.g. ring worm)
5. Protozoal diseases (e.g. red water)
6. Rickettsial diseases (e.g. heart water, anaplasmosis)
7. Nutritional causes (e.g. acidosis, bloat, mycotoxicosis)
8. Metabolic diseases (e.g. milk fever, ketosis)
9. Injury and trauma
10. Poisoning (e.g. urea, lead, plant poisoning, algae poisoning)

Health assessment

1. Fresh cow health assessment
2. Dry cow health assessment

Farm bio-security and risk prevention (including zoonotic diseases)

1. Defining bio-security
2. Zoonotic diseases (e.g. brucellosis, tuberculosis, rabies, Rift Valley fever)
3. Disposal of dead animals
4. Quarantine
5. Movement control (access control, vehicles, people and livestock)

MODULE 4 (NQF level 3)

Dairy animal production

CHAPTERS

- Animal herding and handling practices
- 1. Dairy animal welfare and treatment practices
- 2. Herding of dairy livestock
- 3. Restraining dairy livestock
- 4. Dairy livestock loading and transport
- 5. Dairy livestock handling and holding facilities
- 6. Common facility problems
- 7. Stress factors
- 8. Shade and cooling

Dairy animal breeding concepts

- 1. Reproduction planning and goals
- 2. Breeding practices (natural breeding, breeding seasons, artificial breeding)
- 3. Male breeding behaviour
- 4. Basic concepts of infertility and venereal diseases
- 5. Oestrous cycle and signs of oestrous
- 6. Birth and after birth process
- 7. Gestation stages and period
- 8. Herd composition
- 9. Replacement heifers
- 10. Dairy animal condition assessment

Water supply systems on dairy farms

- 1. The water requirements of dairy cattle
- 2. Water troughs and distribution
- 3. Water quality

Fencing on a dairy farm

- 1. Fencing material
- 2. Fence construction

MODULE 5 (NQF level 2)

Dairy livestock feeding

CHAPTERS

Dairy feed types and feeding practices

- 1. Different feed types and feeding practices
- 2. Feeding concentrates (flat rate; step rates)
- 3. Total mix rations (TMR)
- 4. Feed additives
- 5. Supplementary feeding and licks
- 6. Natural grazing
- 7. Cultivated pastures and grazing practices (strips; camps; continuous grazing)
- 8. Silage making
- 9. Hay making

Feeding of heifers

- 1. Feeding programs for heifers
- 2. Heifer growth targets

Feeding of cows in milk

- 1. Feeding concepts and the importance of correct feeding of cows in milk
- 2. Lactation curve (early, mid, late and dry period)
- 3. Metabolic problems of cows in milk

Feeding of dry cows

- 1. Purpose of the dry period
- 2. Feeding during the dry period (far away and close up phase)
- 3. Feeding of first calf heifers
- 4. Prevention of metabolic problems

Feeding facilities and equipment

1. Feed storage facilities
2. Feed mixing and distribution equipment
3. Feed troughs
4. Housing systems
5. Drinking systems and water quality

MODULE 6 (NQF level 2)

Milk harvesting and in-parlour processing

CHAPTERS

Milk harvesting facilities

1. Location of the milking parlour
2. Layout of the milking parlour (herringbone; rotary; tandem)
3. Basic equipment of the milking parlour
4. Layout and specifications of holding pens and walk ways

Udder health

1. The healthy udder
2. Common udder abnormalities
3. Udder hygiene
4. Mastitis (causes, diagnosis, treatment and prevention)

The milk harvesting process

1. Cow handling and milking order
2. Milk let-down reflex
3. Pre-milking cow preparation
4. Milking process (hand, bucket and machine)
5. Post milking cow care
6. Handling of contaminated milk and colostrum

Dairy parlour equipment and systems

1. Milking equipment (components, care and maintenance)
2. Vacuum pump (components, care and maintenance)
3. Milk cooling equipment (components, care and maintenance)
4. Bulk storage equipment (components, care and maintenance)
5. Milk pump, valves and pipes (components, care and maintenance)
6. Milk flow recording systems
7. Inline wash system
8. Wastewater treatment systems
9. Standby power generator (care and maintenance)

Dairy parlour hygiene

1. Personal hygiene and protective clothing
2. Parlour hygiene
3. Equipment hygiene
4. Milk parlour environment hygiene
5. Foot baths
6. Ablution facility hygiene
7. Vermin control

Essential production records

1. Importance of good record keeping
2. Parlour records
3. Individual cow records
4. Insemination records
5. Health register
6. General diary
7. Cow and heifer calendars

Composition of milk and quality indicators

1. Composition of milk

2. Factors influencing milk composition and quality
3. Quality indicators including somatic cell counts, bacterial counts, Milk Urea Nitrogen (MUN), butter fat %, protein % and lactose %

- In-parlour processing and quality control concepts
1. Cold chain requirements and bulk tank management
 2. Improvement of shelf life
 3. Milk safety for human consumption
 4. Milk quality tests at dispatch

MODULE 7 (NQF level 4)

Team leadership

CHAPTERS

Introductory supervision concepts

1. The function of the supervisor in terms of planning, organising, directing and controlling
2. The use of standard workplace practices and procedures to direct work process
3. Business ethics and values

Performance standards concepts

1. Setting performance goals
2. Formulating clear instructions
3. Controlling stands of performance
4. Correcting poor performance
5. The use of coaching to address performance problems
6. Delegation in the workplace

Motivation and team leadership concepts

1. Basic principles of motivation
2. The dynamics of work teams
3. Effective team communication

Inter-personal relations

1. Developing effective work relations
2. Gaining respect
3. Workplace discrimination

First line discipline

1. The supervisors role in maintaining workplace discipline
2. Concept of fairness
3. Disciplinary codes and procedures
4. Sources of conflict and resolving conflict in the workplace
5. Dealing with difficult people
6. Disciplinary records

Work efficiency and effectiveness

1. The supervisors role in productivity
2. Daily activity planning
3. Organising and prioritising time
4. Using a diary

DAIRY FARM MANAGER

MODULE 8 (NQF level 5)

Dairy farm production management

CHAPTERS

Dairy farm design concepts

1. Dairy parlour design and equipment specifications
2. Waste disposal design

3. Bio-security facilities design (quarantine camps; access control)
4. Animal housing and feeding facilities design
5. Animal handling facilities design
6. Storage facilities design
7. Infrastructure design (roads and verges; storm water drainages; wind breaks)
8. Pasture design

Dairy animal breeding

1. Breeding management systems (AI and natural)
2. AI programme and equipment management
3. Breeding policy (breed standards; Best Linear Unbiased Prediction (BLUP))
4. Breeding and herd improvement principles
5. Computer based breeding programmes
6. Value of milk recording information regarding breeding

Dairy animal nutrition

1. Basic principles of feeds and feeding
2. Procurement, quality and stock control
3. Animal nutrition management according to production
4. Fodder flow programme management
5. The role and importance of the animal nutritionist as part of the management team
6. Computer based nutrition programmes
7. Value of milk recording information regarding feeding

Dairy animal health management

1. Basic principles of animal health management
2. The role and importance of the veterinarian as part of the management team
3. Procurement, quality and stock control of vaccines, drugs, medication and supplements
4. The importance of an animal health and bio-security programmes
5. Computer based animal health programmes
6. Value of milk recording information regarding animal health

MODULE 9 (NQF level 5)

Farm business management

CHAPTERS

Farm business management

1. Farm management structure (organogram)
2. Dairy farm industry (marketing and consumer trends)
3. Organising, directing and controlling concepts
4. Decision making and problem solving
5. Planning and scheduling
6. Productivity and continuous improvement
7. Quality management (Global GAP, Good Agricultural Practice)

Farm labour management

1. Industrial relations (unions)
2. Farm code of conduct and disciplinary procedures
3. Performance management systems
4. Contracts and job descriptions
5. Health and safety management
6. Personnel development (induction, training, coaching and mentoring)
7. Employment wellness (HIV and Aids)
8. The role and importance of the labour consultant as part of the management team

Financial and stock management

1. Financial terms and accounting concepts
2. Budgeting concepts (forecasting stock needs and required order quantities)
3. Cost management (production cost and cost of stock)
4. Basic principles of financial reports
5. Stock management (storage of stock on hand, reordering levels and stock flow concepts)
6. Computer based financial and stock management programmes

7. The role and importance of the financial advisor as part of the management team

Natural resource management

1. Ecological cycles
2. Water conservation
3. Waste management
4. Natural disaster management

Introductory overview of dairy farming related legislation

1. Employment legislation (statutes and regulatory requirements)
2. Occupational Health and Safety Act (OHSA)
3. Environmental legislation
4. Agricultural products standards Act (Act 119 of 1990)
5. Health Act 61 of 2003 (regulation 1256, regulation 918)
6. Foodstuffs, cosmetics and disinfectant Act (Act 54 of 1972) regulation R1555
7. SANS 1841; trade metrology Act (Act 77 of 1973)
8. Value added tax Act (VAT) No. 89 of 1991- part B - zero rates
9. Livestock protection Act
10. Livestock identification Act
11. Fire Act

No Non-achievements / underperformance has been reported

Income and expenditure statement

Income and expenditure statement	Curriculum.xlsx
Unnecessary spending during period	No

Popular Report

No file has been uploaded

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