



Transformation through skills and knowledge development in the primary dairy industry - Additional funding

(PRJ-0162-2017)

Milk Producers Organisation (MPO)

Quarter 4 2017/2017 (October 2017 till December 2017)

Project goals

**Goal 1 - To develop dairy specialisation/ occupational part qualifications:
Objective 1: To develop the following specialisation modules (part qualifications) for the Dairy occupational qualification: [™] Artificial Insemination [™] Bio-security in dairy production Objective 2: To repackage the Dairy Code of Practice for Milk Producers for the Dairy Farm worker occupational qualification.**

Achievements

The MPO identified two modules to be developed as part of the Dairy occupational qualification. The MPO was advised by the QCTO to develop the additional modules as specialised or partial qualifications of the Dairy Occupational Qualification. These modules will be added to the design of the qualification after registration of the qualification at SAQA.

The Artificial Insemination module has been renamed **Dairy reproduction management** and includes artificial insemination as a reproduction practice. The design of the module and the completion of the first and second draft took place during the 3rd quarter. The module covers the following chapters: Anatomy of the bovine reproductive system; Basic reproductive physiology; The production cycle of female and male dairy animals; Bovine reproductive diseases and syndromes; and Reproduction management practices on a dairy farm. The final draft, verification, editing, layout and printing of the Dairy reproduction management module took place in the 4th quarter. This module will be piloted in 2018.

The design and development of the **Bio-security management** module commenced during the 3rd quarter and a final draft was presented in the 4th quarter. The module covers the following chapters: Biosecurity background; State of biosecurity in South Africa including related legislation; Current Biosecurity practices in SA Dairy operations; Biosecurity risks, cost and planning; Biosecurity assessment; Development of a Biosecurity plan. The editing, layout and printing of the manual were also completed in the 4th quarter. The verification of the

Non-achievements / underperformance

The Biosecurity management module has not been completed yet. Final verification, editing, layout and printing will be completed in the first quarter of 2018.

Reasons for non-achievements / underperformance

Developers could not complete content within time limitation.

Planned remedies for non-achievements / underperformance

Final verification, editing, layout and printing will be completed in the first quarter of 2018.

module as well as the curriculum design document and assessments will be completed in 2018.

The **Dairy code of practice for milk producers** has already been included as a module of the Dairy farm supervisor qualification. The MPO however identified a need to simplify this code for dairy farmworkers and a legenda(i)ry board game was developed to enable farmworkers to “moo-ve” towards compliance with food and safety requirements in an engaging and industry-relevant manner. This legenda(i)ry board game uses gamification as an alternative training approach. The gamification techniques compel farmworkers to prove their value and knowledge, spurring and boosting participation, while at the same time, injecting an element of fun.

The content of the Module 8, Code of practice for milk producers has been reworked into different types of cards that require some form of action:

Take your pic: photo / picture depicting a food safety aspect to discuss.

Have you herd: question regarding food safety is asked.

One or the udder: statement or a true / false statement regarding food safety.

Herd huddle: small group discussion regarding more complex aspects regarding food safety.

One chapter represents one round on the board. Since there are multiple rounds, it creates a friendly competitive environment amongst the participants. In this way, participants need to use their collective work experience, knowledge and engage with each other to educate on industry standards to ensure food safety.

The value of gamification for milk producers lies in the fact that this novel way of training:

increases learning and retention of regulatory concepts regarding food safety

increases awareness and understanding of the necessity of the *Code of Practice*

encourages problem solving, participation, and team work
uses educationally relevant and experiential learning methods

enables ‘cross-pollination’ of learning in the sense that participants assist, correct and encourage each other in providing the most complete, accurate answers relevant to the *Code of Practice*

involves all farmworkers – literate and illiterate in various ways

Ultimately, this legenda(i)ry board game serves as a platform to improve internal participation and operations in such a way that milk producers can overcome their compliance “herdles” and “moo-ve” towards the standards of best practice.

Two training of the trainer sessions place in the 4th quarter, whereafter the game was piloted at Willow Vally Dairy farm near Pretoria. A learner guide booklet was identified as a shortcoming during the piloting of the game. A booklet was accordingly developed.

Goal 2 - To develop a data capturing system and training website:

Objective 1: To develop a training data base (data capturing system) covering all the fields required by the MPO, AgriSeta and the QCTO for feedback reports. Objective 2: To develop the IDT website for facilitator access to learning material, assessments and training aids.

Achievements

In order to qualify as a Skills Development Provider of the Dairy occupational qualification (after registration) the MPO should have a thorough data capturing system for the management of the occupational qualification. The development of a database therefor aims to establish a learner work process and to provide dashboards reports for management purposes. The database will also be integrated into the MPO database for commercial and developing dairy farmers. A roadmap for the database has been developed to capture all relevant training data that will also ensure an application that register users, courses, workflow, email integration and reporting. The development of the database commenced in the 3rd quarter and the installation thereof in the 4th quarter. The database is still subject to changes as the MPO Institute will only capture new data starting from 2018.

The MPO Institute webpage, with all relevant training detail and links, forms part of the MPO webpage.

No Non-achievements / underperformance has been reported

Income and expenditure statement

Income and expenditure statement	201712 2016 surplus budget.pdf 201712 2016 surplus summary.pdf
Unnecessary spending during period	No

Popular Report

[POPULAR REPORT.SURPLUS.4RD 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