



## **TRANSFORMATION: SECONDARY INDUSTRY SKILLS AND KNOWLEDGE DEVELOPMENT**

(PRJ-0189-2018)

### **SAMPRO (Training)**

**Quarter 3 2018/2018** (July 2018 till September 2018)

#### **Project goals**

**Goal 1 - Finalization of a pilot study (before introducing it more widely) towards the registration of a "Dairyman" curriculum"**

##### ***Achievements***

The four (4) learners scheduled for July have been assessed and performed successfully (competent). Six (6) more learners have been assessed for Dairyman Fresh, all six proved competent. It is not foreseen that any further Dairyman assessments will take place in the fourth quarter. Any further developments in respect of Dairyman will be outside of the scope of this project.

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

**Goal 2 - Finalization of a pilot study towards the registration of a "Milk Reception" curriculum**

##### ***Achievements***

It can be reported that four of the six (4 of 6) learners engaged in the pilot study have been reactivated to round off their preparations for final assessment, whilst the fifth and sixth are at this stage far from completion. The first of the four will be assessed on 3 October, whilst the second and third – thought to be involved in retrenchment but fortunately not – have been supplied with the preparatory learning materials. They will most probably be assessed only early in 2019. The fourth learner has for quite some time kept contact with vague progress reports and will also stand over until early in 2019 for final assessment.

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

**Goal 3 - Finalization of a pilot study towards the registration of a "Laboratory Analyst" curriculum**

##### ***Achievements***

Two further workshops were conducted during which the theory subjects and topics, the practical skills, the workplace experience requirements and the assessment specifications have been finalised. Thus the curriculum document was completed. A singular (but at most two) workshop remains as a joint meeting with QCTO and the sign-off by the community of expert practitioners. This has not been scheduled, but is expected in the fourth quarter.

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

#### **Goal 4 - Maintenance of all learning material**

##### ***Achievements***

This has now been completed and the text and context of existing learning materials have been checked and corrected where needed. Nothing further to report.

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

#### **Goal 5 - Review existing and develop additional Coaching Manuals, aimed at potential new entrants and especially for employees with limited foundational education**

##### ***Achievements***

A (singular and one-sided) critical review of the existing Coaching Manuals by the Project Manager convinced him that no further developments in this regard ought to be necessary. The range of Coaching Manuals is such that from most menial tasks to highly advanced tasks are covered in the existing manuals, which should cover 'embryonic' and advanced operations. Nothing further to report.

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

#### **Goal 6 - Promotion of "part qualifications" when full learnerships is not an option; and guidance to industry on the implementation thereof**

##### ***Achievements***

Such part-qualifications were approved by both the advisory sub-committee and the Dairy Chamber. However, there seems to be a new direction at QCTO and SAQA with registration of curriculum based qualifications and it would be wise to await guidelines from them before finalising the existing (designed) part-qualifications. It is also at this stage uncertain whether or not QCTO (and SAQA) will still require such part-qualifications.

A comprehensive script on this subject has been compiled and forwarded to the CEO of the SETA. No dedicated answer has been forthcoming. It will be followed up at the Combined Chamber meeting on 16 July 2018. Nevertheless, it is deemed to be rather in the realm of providers, as the provision of learning depends on a contract between provider and user, which can be done over a period of choosing as mutually agreed upon. The problematic aspect is whether or not the SETA would allocate grants to a process that employs a longer learning time. As things stand there are prescribed times allocated to employed (18 months) and unemployed (13 months) learners in which to complete a qualification (most occupational qualifications, excluding apprenticeships).

The same question was reiterated and reposed to the SETA, but no comprehensive answer has

been forthcoming apart from a spoken statement that skills sets within the curricula of qualifications are important. These are the so-called part-qualifications. Fortunately this project has given attention to such and when the time is right for implementation, these collections within both Dairyman and Milk Reception Operator which were designed by the project should form the base for such considerations, if not the actual final designs. It seems not to be a high priority currently.

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

### **Goal 7 - Quality assurance for curriculum based qualifications**

#### ***Achievements***

Following the despatch of a strongly worded script from this project to the CEO of the SETA on the excessively long delay with the registration of the Dairyman curriculum, a letter was received from the CEO that seems to carry good news in this regard. The main message seems to be that QCTO itself has submitted Dairyman as 10 separate qualifications for registration by SAQA, and a 'hoped for' date (end July, though it was not stated which year) was mentioned.

A reminder of the questions posed to FoodBev SETA was despatched. The only feedback received was that one (1) of the ten (10) separate Dairyman qualifications was eventually registered (Dried Dairy Products Maker). No reason for this could be obtained from the SETA, even though the SETA immediately enquired about this from QCTO.

Afterwards it was explained to the SETA by QCTO that Dried Dairy being the biggest (in terms of credits), the evaluation of this part would make the remaining nine easier and they are currently in process. The SETA further reported that the Milk Reception Operator (actually Liquid Dairy Raw Materials Reception Operator, or abbreviated LDRMRO) was ready for final submission to QCTO, but that some consideration is still being given to the generic component that will need to be attached. Lastly, the name change for the Laboratory qualification (from Food Laboratory Analyst to Dairy Laboratory Analyst) has been approved. However, the main qualification will still be registered as Food Laboratory Analyst and the certificate issued to learners will state Dairy Product Analyst, as the Dairy Laboratory version will be registered as specialization.

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

### **Goal 8 - Remote and on-site advice on skills and knowledge development**

#### ***Achievements***

Ongoing with no real measurable objectives, but frequent enquiries are handled via e-mail as referred by DSA and CEP, as well as directly from enterprises.

Some 34 dairy technical and training technical enquiries have been attended to since the start of 2018.

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

### **Goal 9 - Participation in skills development work groups at FoodBev SETA**

#### ***Achievements***

The Project manager serves on the Dairy Chamber (with this primary mandate) and also attends the Combined Chamber meetings. He also champions the design and development of the

Laboratory Analyst curriculum in close co-operation with the ETQA, Constituency Group and Community of Expert Practitioners and the newly appointed QDF for this curriculum.

In total eight (8) people participate in the so-called community of expert practitioners, some more frequently and some at least by correspondence. These are proudly identified as:

Karin Carstens (Parmalat)

Juliana Madikwe (Dewfresh)

Annamie Marais (Woodlands)

Mareli Prinsloo & Eon de Kock (FMCG Training Solutions)

Renette Coetser & Gerhard Van Blerk (Clover)

Gerhard Venter (SAMPRO)

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

#### **Goal 10 - Participation in authoritative bodies such as Foodbev Seta, QCTO and Milk SA Committees to develop and maintain skills development expertise**

##### ***Achievements***

The secondary dairy industry has no dealings with Agriseta and no direct contact with QCTO. Assistance – on request – may be rendered to QCTO, via the FoodBev SETA, to elaborate on and help shape policies on quality assurance of training (as has happened in the case of Dairyman).

Nothing further to report.

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

#### **Goal 11 - Uploading of learning materials onto a website**

##### ***Achievements***

Informal discussions by the internal Project Management Committee (Project Manager, CEO and Office Manager/Business Economist of SAMPRO), has led to a provisional decision that the training website ought to be combined with the SAMPRO web site. It is planned that a link on the SAMPRO web site should lead to the repository of learning materials (which is the future function of the training website), with a menu of available learning materials AND indices that explain the contents of such learning materials. However, as the current policy deployed does not allow free access to the learning materials (and only to enterprises in good standing with Milk SA), users who would want to access the learning materials would still have to register for such and be allocated user names and pass words for such faculty. This needs to be cleared with the host. The menu and indices should be completed by end July.

It has been ascertained that the new SAMPRO website will only be constructed in 2019 and planning for training additions to same have been placed on hold and rescheduled for 2019. In the meantime the current website is functional and new requests for access registration are periodically received (and executed).

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

## **Income and expenditure statement**

Income and expenditure statement	<a href="#">CORFIN078 Std 3rdQtr(2018) Fin Rep for SecSD Projects.xls</a> <a href="#">FinTrgAug18.pdf</a>
Unnecessary spending during period	No

## Popular Report

[POPULAR FORMAT 3rd QUARTERLY REPORT.pdf](#)

## Additional documentation

[REGISTRATION OF OCCUPATIONAL QUALIFICATIONS ON THE NATIONAL QUALIFICATIO...pdf](#)

## 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