



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

**(PRJ-0191-2018)**

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

**Quarter 3 2018** (July 2018 till September 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 a telephonic conversation, an electronic survey questionnaire as well as a farm visit to some of the entrepreneurs. 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 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.

The MPO Institute contacted 52 farmers. Contact detail of these farmers were obtained from the MPO membership list and DAFF database. To date 10 emerging farmers completed the electronic surveys and responded to the MPO training.

### ***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***

The following courses were presented to farmers (identified in the gap-analysis) during the 2nd and 3rd quarter:

Calf and Heifer rearing.

Code of Practice for Milk Producers – Legenda(i)ry game.

Animal health care.

Seven (7) courses will be presented during the 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 following modules were developed during 2017 and piloted during 2018:

Dairy Reproduction management: The course were presented from 23 – 27 July 2018 at Orange Grove Dairy, Dundee. Twenty five (25) students participated and completed the knowledge component of this module.

Pasture management: The course were presented from 13 – 17 Aug 2018 at Cedara Agricultural College. Twenty two (22) students participated and completed the knowledge component of this module.

Bio-Security management will be piloted from 22 – 25 Oct 2018 at Woodlands Dairy, Humansdorp.

Industry experts facilitates the piloting of the abovementioned courses.

### ***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 11 - Dairy Pasture Management and Module 12 - Dairy Reproduction Management** were piloted and re-evaluated based on a pilot evaluation report. Student evaluation reports with

further guidelines for practical evaluation and work place experience guidelines were send to farmers, mentors and students. Adjustments concerning practical demonstrations during the course were included in the facilitation guides. Based on student feedback and the pilot evaluation report, the content of the courses have not been adjusted.

The presentation plans and Power Point presentations of **Module 13 - Dairy Bio-security Management** were developed in the 3rd quarter. This programme will be piloted in the 4th quarter.

Revision of the **skills development programmes**, assessment documents as well as the development of Power Point presentations for all the skills development programmes commenced in the 3rd quarter. Dairy Production were completed in the 3rd quarter.

The **training database** 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 that took place in the 3rd quarter. The development of dashboard reports and training process management will be concluded in the 4th 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***

AgriSeta officialy informed the MPO on 14 Aug 2018 that the registration of the Dairy Occupational Qualification is in process. AgriSeta sympathises with the delay in the registration of the qualification process, but pledge their unconditional support to the dairy industry in this regard. The QCTO informed the AgriSeta at the National AGM held at Somerset-West on 5 Oct 2018 that the Dairy Occupational and part qualifications have been submitted to SAQA and that formal feedback regarding registration will be provided to AgriSeta on 15 Oct 2018.

The following meetings took place during the 3rd quarter:

08 Jul 2018: Visit dairy farmers in the Tsitsikama, Eastern Cape region to promote dairy employee and developing dairy farmer training.

06 Aug 2018: Special meeting to discuss NAMC and Milk SA transformation guidelines for 2019.

06 Aug 2018: Meeting with AgriSeta to discuss the way forward with registration of the Dairy Occupational Qualification.

07 Aug 2018: Secondary Industry Skills Development Committee meeting – to discuss 1st and 2nd quarter reports and industry relevant training issues.

18-19 Aug 2018: Visit dairy farmers in the Cradock, Cookhouse, Alexandria and Humansdorp to promote dairy employee and developing dairy farmer training.

08 – 09 Aug 2018: Meeting with WCDoA to discuss farmworker programme cooperation and MOU between Elsenburg and MPO for Skills and knowledge development.

14 Aug 2018: Primary Industry Skills Development Committee meeting - to discuss 1st and 2nd quarter reports and industry relevant training issues.

24 Aug 2018: Attend the Land Reform Summit in Bela-Bela.

27 Sep 2018: Attend an AgriSeta workshop on Skills development policies and procedures.

28 Sep 2018: Meeting with AgriSeta to discuss delays in the registration of the Dairy occupational qualification.

## ***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 RSG Radio on 03 Aug 2018 regarding the dairy industry's programme to be followed at the Alfa Livestock Show from 18 – 20 Sep 2018. The following articles were published in The Dairy Mail during the 3rd quarter:

“Winter training update”: Focusing on the MPO Training Institute's activities and scheduled courses.

“Women in dairy”: Focusing on women's role in calf rearing.

“n Loopbaan in Landbou”: Focusing on career opportunities in the dairy industry.

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

## Income and expenditure statement

Income and expenditure statement	<a href="#">201809 MSA training budgets.pdf</a> <a href="#">201809 MSA training summary.pdf</a>
Unnecessary spending during period	No

## Popular Report

[POPULAR REPORT 3rd 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