



Skills and knowledge development primary dairy industry
(PRJ-0220-2019)

Milk Producers Organisation

Year 2019/2019 (January 2019 till December 2019)

Project goals

Goal 1 - SKILLS AND KNOWLEDGE DEVELOPMENT: Maintenance and development of the dairy occupational qualification

Achievements

The registration of the Dairy Unit Manager Occupational Qualification was approved by the South African Qualification Authority (SAQA) in Mar 2019. The qualification consist of the Occupational Certificates for the Dairy Farm Supervisor and Dairy Unit Manager. The qualification of the Occupational Certificate for the Dairy Farmworker remains outstanding, despite numerous attempts to obtain confirmation from AgriSeta and the QCTO.

SAQA QUALIFICATION ID	QUALIFICATION TITLE	NQF LEVEL	CREDITS	STATUS
	Occupational Certificate: Dairy Farmworker	NQF Level 1,2		Outstanding
105011	Occupational Certificate: Dairy Farm Supervisor	NQF Level 3	266 Credits	Registered
101570	Occupational Certificate: Dairy Unit Manager	NQF Level 5	410 Credits	Registered

The MPO consulted with the Quality Council for Trade and Occupations (QCTO) to register the MPO Training Institute as a skills development provider (SDP) of the dairy occupational qualification. The SDP policies, however, does not make provision for on-farm training, unless the facility is registered as a SDP.

The MPO approached several Agricultural Colleges to negotiate their registration as SDP for the implementation of the dairy occupational qualification. These colleges include Elsenburg Agricultural Training Institute (Western Cape), Owen Sithole Agricultural College (KZN), Cedara Agricultural College (KZN), Potchefstroom Agricultural College (North West) and Glen Agricultural College (OFS). More Agricultural Colleges will be approached and MOU's will be concluded during the course of 2020.

The development of the External Integrated Summative Assessment (EISA) process is the final phase and requirement for the implementation of the dairy occupational qualification. As Assessment Quality Partner (AQP) of the qualification, the MPO developed the Qualification External Assessment Blueprint/Addendum for Occupational Qualifications (QAS document) for

submission to the QCTO. This document outlines the quality assurance and assessment instruments for the occupational qualification. The process also includes the development of a national assessment databank, the publication of assessment exemplars as well as a database for random assessment selection and access to implementation policies, assessment practitioners and assessment centers.

The quality management system (QMS) for implementation of the occupational qualification has been extended with a student information pack that includes general information on the curriculum and modules, enrolment requirements, implementation time frame, guidelines on formative assessments, external integrated summative assessments and workplace experience logbooks; as well as facilitation, assessment and farmer/supervisor orientation guides for a training intervention.

A training power-point presentation has been developed for Module 8 – *The Code of Practice for Dairy Producers*. This Dairy Code of Practice focuses on compliance with food safety requirements at a primary production level. It also aims to provide stakeholders in the industry with norms for measuring supplier quality assurance and addresses the minimum requirements for export certification. Module 8 forms part of the Dairy occupational qualification for the Dairy farm supervisor.

Module 2 – *Dairy calf and heifer rearing* has been revised with minor amendments to the learner guides.

No Non-achievements / underperformance has been reported

Goal 2 - SKILLS AND KNOWLEDGE DEVELOPMENT: Interaction with authoritative bodies on skills and knowledge development in the primary industry a. Interact with authoritative bodies b. Manage and execute skills & knowledge related work in the primary dairy industry sector

Achievements

The MPO and MPO Training Institute have been involved in the following activities relating to skills and knowledge development in the primary industry in 2019:

8 February 2019: Attend an Agricultural Industry Transformation workshop meeting between the NAMC and industry stakeholders. During this meeting DAFF's view on transformation, the New Transformation Guidelines, NAMC's expectations and envisaged project monitoring and evaluation processes were discussed.

15 February 2019: Attend a meeting between the Motsepe Foundation, key agricultural participants and traditional leaders. The aim of this meeting was to identify potential projects to be funded by the Motsepe Foundation and executed by Agri SA's provincial structures and commercial partners. The Motsepe Foundation's interaction with organized agriculture, project scope and objectives were discussed. Agricultural industries also presented current project partnerships. Potential projects will be identified and prioritized based on success rates and commercial viability.

22 February and 25 March 2019. Discussions with DSA and a developer to design and develop an infographic poster of the *Dairy Code of Practice for Milk Producers* for dairy farmers.

28 February and 01 March 2019: Attend an AgriSeta Sector Skills Committee (SSC) meeting. Revise and update the Sub-Sector Skills Plans (2019/20) and the Annual Performance Plan (2019/20). The primary dairy industry forms part of the Red Meat sub-sector, hence involvement in this SSC meeting.

27 March 2019: Attend a meeting with the HOD Production Animal Studies at the University of Pretoria (UP). UP approached the MPO to organise and present an annual Dairy School to final year veterinary students. The Dairy School sessions have been scheduled for June and October 2019. Apart from the veterinary students, the MPO will also invite CCS veterinarians, extension officers as well as commercial herd managers to attend these sessions.

28 March 2019: Attend a meeting at Elsenburg Agricultural Institute to discuss options to use Elsenburg as a training and assessment facility.

29 March 2019: Attend an AgriSeta stakeholder engagement information session and mandatory grant workshop. During the stakeholder meeting, AgriSeta shared the latest skills development issues with stakeholders, public and private training providers. The mandatory grant workshop presented changes within the AgriSeta Indicium program for the capturing of industry skills and knowledge profiles.

April 2019: Advice and assistance to dairy farmers to complete and upload their Annual Training Program (ATR) and Workplace Skills Plan (WSP) via the on-line Indicium program of AgriSeta. This data enables the AgriSeta to compile the Sector Skills Plans for Agriculture and specifically the Red Meat Industry.

15 May 2019: AgriSeta meeting to discuss the allocation of discretionary and mandatory grants.

16 May 2019: Meeting with the Chamber of Milling to benchmark QCTO accreditation procedures and processes.

17 May 2019: Milk SA Primary Industry Skills and Knowledge Development meeting. Discussed Annual report of 2018 and 1st Quarter report of 2019.

23 May 2019: Milk SA Transformation meeting for an overview of the Milk SA Enterprise Development project as well as primary and secondary industry project goals.

06 June 2019: AgriSeta meeting to discuss QCTO requirements for SDP accreditation as well as AQP accreditation with AgriSeta.

13 June 2019: Attend Milk SA AGM and provide feedback on the Primary Industry Skills and Knowledge Development project goals.

26 June 2019: Participate in an AgriSeta sector skills survey interview.

09 July 2019: Meeting with AgriSeta to discuss AQP requirements and the role of AgriSeta.

11 July 2019: Attend a stakeholder workshop on "Innovation and inclusive industrialization of the dairy value chain in South Africa", Rosebank. This meeting was attended by members of Milk SA, SAMPRO and the MPO.

12 July 2019: Attend an AgriSeta information session concerning skills planning, skills delivery and quality assurance.

16 Jul 2019: Meeting with AQP developer to discuss AQP requirements and project timeline.

13 Aug 2019: AgriSeta SSC meeting to discuss and amend the Red Meat (dairy) Sector Skills Plan and strategic vision of the functioning of the various SSCs.

14 Aug 2019: Meeting with the QCTO to discuss the requirements and challenges regarding registration of SDPs for the dairy industry.

09 Aug 2019: Milk SA Primary Industry Skills and Knowledge Development meeting. Present and discuss concept planning for 2020 as well as the 2nd quarter report of 2019.

20 Aug 2019. Milk SA Secondary Skills and Knowledge Development meeting. Concept planning for 2020 and the 2nd quarter report of 2019 was discussed.

27 Aug 2019. Milk SA Transformation meeting to discuss the transformation (enterprise development) project as well as the primary and secondary industry project plans for 2020.

03 Sep 2019. DRDLR approached the MPO to discuss dairy development projects in KZN.

02 Oct 2019: Attend an AgriSeta SSC meeting to discuss and provide inputs for skills planning and research on emerging and critical skills in the sector; the development of the sectoral priority occupations lists; sector trends, challenges and skills development needs; inputs regarding the sector skills plan and research agenda.

03 Oct 2019. Attend the AgriSeta AGM with SDPs and industry stakeholders.

07 Oct 2019. AgriSeta meeting to discuss QAS documentation requirements and assessment procedures.

09 Oct 2019: Attend MPO member AGM and Award Evening.

17 Oct 2019. Meeting between MPO and CEO Milk SA to discuss the 2020 proposal for skills and knowledge development in the primary dairy industry.

25 Oct 2019. Meeting with AgriSeta to discuss new discretionary grant implementation requirements for 2020.

07 Nov 2019. Meeting at Potchefstroom Agricultural College to negotiate the possibility for SDP registration and implementation of the Dairy occupational qualification.

13 Nov 2019. Meeting at Elsenburg Agricultural Training Institute to negotiate the possibility for SDP registration and implementation of the Dairy occupational qualification.

20 Nov 2019. Constituency group meeting with the AgriSeta and QCTO for the development and implementation of the QAS as a requirement to obtain a national dairy occupational qualification.

25 Nov 2019. Meeting with QCTO to discuss SDP requirements and implementation challenges of the Dairy occupational qualification.

27 Nov 2019. Milk SA AGM – MPO CEO presented Primary industry skills and knowledge development feedback as the project manager had to attend a QAS development meeting.

27 Nov 2019. QAS development meeting with the QCTO to discuss methodology and assessment outcomes.

02 Dec 2019. Meeting with Owen Sithole and Cedara Agricultural Colleges to negotiate the possibility of SDP registration and implementation of the Dairy occupational qualification.

04 Dec 2019. QAS development meeting with industry constituency group.

05 Dec 2019. Meeting to discuss SDP contractual agreement.

18 Dec 2019. Meeting with Glen Agricultural College to negotiate the possibility of SDP registration and implementation of the Dairy occupational qualification.

No Non-achievements / underperformance has been reported

Goal 3 - SKILLS AND KNOWLEDGE DEVELOPMENT: Promotion of skills and knowledge development in the primary industry a. Continue promoting skills & knowledge development b. Continue developing the dairy training data base

Achievements

Promotion of the MPO Training Institute's activities and skills and knowledge development information were advertised bi-weekly in the MPO Newsletter and the monthly publication of The Dairy Mail (TDM). The following TDM articles were published in 2019:

January 2019: "*Maak reg vir 2019*". This article focused on all the programs and activities of the MPO Training Institute.

February 2019: "*Uplifting Communities*". This article focused on the skills and knowledge development programs presented by the MPO Training Institute as part of the Sernick Transformation program.

March 2019: "*Building an educated workforce*". The article focused on opportunities for internships and graduate placements in the dairy industry.

April 2019: "*What makes a training programme?*". This article focused on the benefits as well as the requirements that training programs have to abide by.

May 2019: "*Wie is AgriSeta*". This article focused on the function and services of AgriSeta.

June 2019: "*Thrive through training*". This article focused on the farmers of the Amadlelo Group and the training provided by the MPO Training Institute.

July 2019: "*A happy and healthy cow starts with the trained farmworker?*". This article focused on the skills and knowledge requirements of a farmworker to ensure happy and healthy cows for optimal milk production and successful dairy business.

August 2019: "*Trained supervisors maintain*". This article focused on the role of trained supervisors in maintaining a happy and healthy dairy herd.

September 2019: "*Opgeleide plaasbestuurders onderhou gelukkige en gesonde koeie*". This article focused on all the dairy farm management programmes provided by the MPO Training Institute.

October 2019: "*Health and welfare*". This article focused on the moral and ethical responsibility of farmers to ensure animal well-being through the application of the correct animal husbandry practices.

November 2019: "*Nuwe kursus vir beesbemarkingsbestuur*". This article focused on the requirements and options of cattle marketing to achieve the highest possible profit.

December 2019: "*The year that was ... from a training perspective!*". This article focused on all the dairy and cattle training activities and events that took place during 2019.

The MPO Training Institute participated in a Grootplaas television interview on training opportunities in the primary industry as well as a RSG radio interview on 'Stories of hope' deriving from training on dairy farms – the interview was broadcasted in July and Aug 2019.

The MPO Training Institute attended MPO member meetings as well as a dairy conference. These events provided an opportunity for networking with industry stakeholders as well as commercial and entrepreneurial dairy farmers to promote skills and knowledge development in

the primary dairy industry:

Mar 2019: MPO Western Cape
Aug 2019: MPO KZN AGM
Sep 2019: MPO Free State and North AGM
Jul 2019: Large Herds Conference in Port Elizabeth

Approximately 200 farmers were contacted via telephone, WhatsApp and e-mail to promote dairy training in the primary industry.

The MPO Training Institute's prospectus with detailed information on skills development programs and the modules of the dairy occupational qualification was updated during 2019. The prospectus was distributed to all dairy farmers in January 2020 a supplement in the Dairy Mail magazine.

The training database, data capturing and data management system have been completed. The database system has been designed to provide a range of training statistics and process management data for training implementation. The statistics are valuable for sector skills data and profiling.

No Non-achievements / underperformance has been reported

Goal 4 - SKILLS AND KNOWLEDGE IMPLEMENTATION: Skills and knowledge development at qualifying black dairy enterprises a. Identify black entrepreneurs who qualify for skills and knowledge development b. Present skills development programmes and/or dairy occupational based modules (farmworker/supervisor/herd manager) *Max 11 skills development courses/ occupational modules OR 9 skills dev modules plus 1 management module

Achievements

Based on the Milk SA Transformation Guidelines, the MPO Training Institute identified Amadlelo Agri, Little Barnet farm and Coromandel farm for Milk SA training support.

Commercial farmers **established Amadlelo Agri** in 2004 to assist community families who received land from redistribution programs. Amadlelo Agri assists the farmers in managing their farmland and ultimately develop the land to its full potential. Currently, the farmers have 49% shares in the company while Vuwa Investments, an empowerment company, owns 35% shares. The remaining shares have been distributed between workers on the dairy farms. Amadlelo Agri regards the training of local community members as a priority goal.

The group consists of five farms, namely Seven Star Trust, Middledrift Dairy, Fort Hare Dairy, Shiloh Dairy Trust and Ncora Dairy Trust. A total of 135 employees are associated with the group's dairies and they produce more than 98 000 l of milk per day which they mostly sell to Coega Dairies. Some of their milk is also sold to Sundale and via local sales.

Amadlelo Agri identified the skills needs of the five farms through a GAP analysis process. The MPO Training Institute concluded a training session in 2018, where Module 9 - *Diary Production Management* was presented to the group's managers and supervisors. Module 8 - *Dairy Code of Practice for Milk Producers* and the *Legenda(i)ry game* was presented on each of the five farms during 2019.

Date	Course	Venue	Employees trained
11-15 Feb 2019	Module 8: <i>Code of Practice for Milk Producers</i>	Fort Hare Trust	13
18-22 Feb 2019	Module 8: <i>Code of Practice for Milk Producers</i>	Seven Star Trust	15
01-05 Apr 2019	Module 8: <i>Code of Practice for Milk Producers</i>	Shiloh Dairy Trust	10

08-12 Apr 2019	Module 8: <i>Code of Practice for Milk Producers</i>	Ncora Dairy	11
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Tshilidzi Matshidzula of Little Barnet Farm is part of a share milking business scheme in the Eastern Cape. Mr Matshidzula started his dairy venture as a TUT internship student under the mentorship of the commercial dairy farmer Mr Walter Biggs. Messrs. Biggs and Matshidzula entered a share milking business, which currently has more than 800 cows in milk. Mr Tshilidzi completed the GAP analysis in 2018 and committed to training his employees in all the modules of the Dairy occupational qualification.

During 2018 the MPO Training Institute trained seven employees of Little Barnet farm in the Farmworker qualification (Modules 1 – 6 and Module 8, the *Legenda(i)ry board game* based on the *Dairy Code of Practice for Milk Producers*). During 2019 the MPO Training Institute presented the Dairy Supervisor qualification to the employees of Little Barnet Farm:

Date	Course	Venue	Employees trained
04-08 Mar 2019	Module 1 and 2: <i>The South Africa dairy environment</i> <i>Dairy calf and heifer rearing, feeding and health care</i>	Little Barnet Farm	6
11-15 Mar 2019	Module 3: <i>Dairy animal health care</i>	Little Barnet Farm	6
08-12 Jul 2019	Module 4: <i>Animal reproduction</i>	Little Barnet Farm	4
15-19 Jul 2019	Module 5: <i>Livestock feeding</i>	Little Barnet Farm	4
09-13 Sep 2019	Module 6: <i>Milk harvesting</i>	Little Barnet Farm	4
16-20 Sep 2019	Module 7: <i>Team leadership</i>	Little Barnet Farm	4

A *Dairy Code of Practice to Milk Producers* course, combined with the *Legenda(i)ry board game* that focuses on compliance with food safety requirements at a primary production level, was presented to the employees of Coromandel dairy. Coromandel farm is located close to Lydenburg, Mpumalanga and is owned by a Farmers Trust consisting of its employees. The farm is mentored by one of the MPO directors.

No Non-achievements / underperformance has been reported

Income and expenditure statement

Income and expenditure statement	201912 skills dev msa report final.pdf
Unnecessary spending during period	No

Popular Report

[POPULAR REPORT 2019.pdf](#)

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