



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

Quarter 1 2019 (January 2019 till March 2019)

Project goals

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

Achievements

AgriSeta informed the MPO on 20 March 2019 that the Dairy occupational qualification has been registered by SAQA. The approval of the Occupational Certificate for the Dairy Farmworker remain outstanding.

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 Training Institute commenced with the process to register as a Skills Development Facilitator at the Department of Higher Education and Training (DHET) and the Quality Council for Trade and Occupations (QCTO). This process is subject to registration of the qualification.

A training aid Power-point presentation has also been developed for Module 8 – The Code of Practice for Dairy Producers – during the first quarter of 2019. This Dairy Code of Practice focuses on compliance with food safety requirements at 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.

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

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. During this meeting 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. During this two day meeting with sub-sector breakaway sessions, the various Sub-Sector Skills Plans (2019/20) as well as the Annual Performance Plan (2019/20) were revised and updated. The primary dairy industry represents 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 College to discuss a MOU for training facilitation and the use of Elsenburg as an assessment center facility.

29 March 2019: Attend an AgriSeta stakeholder engagement information session and mandatory grant workshop. During the stakeholder meeting AgriSeta shared the latest development within the skills development arena with stakeholders, training providers, TVET Colleges, Agricultural Colleges and Government departments. During the mandatory grant workshop changes within the AgriSeta Indicum program for the capturing of industry skills and knowledge profiles, were discussed.

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

12 – 13 March 2019. The MPO Training Institute presented training information to 47 participants including commercial dairy farmers in the Southern Cape (Riversdal and George) during an MPO roadshow. Developing dairy farmers were also invited to attend this informative event. This event

provided the ideal opportunity to promote skills and knowledge development in the primary industry.

Promotion of MPO Training Institute activities and information are being advertised bi-weekly in the MPO Newsletter and The Dairy Mail (TDM). The following TDM articles were published in the 1st Quarter of 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.

Approximately 100 farmers were contacted via telephone, WhatsApp and e-mail to promote dairy training in the primary industry. A Bio-security management course was presented to industry representatives and dairy managers in Pretoria during February 2019. A Code of practice for a Dairy Producers course and the Legenda(i)ry game board for farmworkers was presented at the Outeniqua Agricultural College in George during March 2019.

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

The MPO Training Institute identified two black dairy entrepreneurial enterprises, through a GAP analysis, who qualified for Milk SA training support, based on the Milk SA Transformation Guidelines.

Amadlelo Agri regards training of local community members as one of their most important goals. Commercial farmers established the group in 2004 to assist community families, who received land from redistribution programs, and allow them to manage their own 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.

The group consists of 5 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 litres of milk per day which they mostly sell to Coega Dairies. Some of their milk are also sold to Sundale and via local sales.

Amadlelo Agri also identified their own skills needs through the GAP analysis. The MPO Training Institute already concluded the first training session in 2018, where Module 9 - Dairy Production Management was presented to 12 of the group's managers and supervisors. Module 8 - Dairy Code of Practice for Milk Producers and the Legenda(i)ry game will be presented on each of the five farms during 2019.

The following training was conducted during the 1st quarter of 2019:

Date	Course	Venue	Employees trained
11-15 Feb 2019	Module 8: Code of Practice for Milk Producers	Fort Hare Trust	13

18-22 Feb 2019	Module 8: Code of Practice for Milk Producers	Seven Star Trust	15
----------------	---	------------------	----

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, who currently has more than 800 cows in milk. Mr Tshilidzi completed the GAP analysis in 2018 and committed to train his employees in all the modules of the Dairy occupational qualification.

During 2018 the MPO Training Institute trained 7 individuals of Little Barnet farm in the Farmworker qualification, which includes Modules 1 – 6 and Module 8, the Legenda(i)ry board game based on the Dairy Code of Practice for Milk Producers. In 2019 the MPO Training Institute started with training of the Dairy Supervisor qualification, and envisages to conclude module 1 – 6 in 2019.

The following training were conducted during the 1st quarter of 2019:

Date	Course	Venue	Employees trained
04-08 Mar 2019	Module 1 and 2: The South Africa dairy environment Dairy calf and heifer rearing, feeding and health care	Little Barnet Farm	6
11-15 Mar 2019	Module 3: Dairy animal health care	Little Barnet Farm	6

No Non-achievements / underperformance has been reported

Income and expenditure statement

Income and expenditure statement	201903 Milk SA fin report.pdf 201903 Milk SA stats fin sum.pdf
Unnecessary spending during period	No

Popular Report

[POPULAR REPORT.QUARTER 1.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