



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

Quarter 2 2019/2019 (April 2019 till June 2019)

Project goals

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

Achievements

It has already been reported in the 1st Quarter that the Dairy Supervisor and Dairy Unit Manager Qualifications have been approved by the South African Qualification Authority (SAQA) during Mar 2019. Feedback regarding the status of the Dairy Farmworker Qualification has been requested and remain outstanding. The MPO Training Institute prepared all the documentation to register as Skills Development Provider (SDP) at the Quality Council for Trade and Occupations (QCTO). A date for presentation of the documentation to the QCTO is awaited.

The MPO is also in the process of registering as Assessment Quality Partner with the AgriSeta. The process requires the development and management of various policies, procedures and tools for external assessments (EISA – External Integrated Summative Assessment) in order to obtain the Dairy Occupational Qualification on various levels. The process also includes the development of a national data bank of instruments (knowledge and practical components) for external assessments as well as the publication of exemplars of these assessments. The data bank should be accessible through the MPO website that enables assessor registration and random assessment tools selection. The process also requires the identification and recommendation of assessment practitioners and assessment centers.

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 Institute has been involved in the following activities relating to skills and knowledge development in the primary industry:

April 2019: Assist various dairy farmers to complete and upload their Annual Training Program

(ATR) and Workplace Skills Plan (WSP) via the on-line Indiciu programme of AgriSeta. The data enables the AgriSeta to compile Sector Skills Plans for Agriculture and specifically, the Red Meat Industry.

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

16 May 2019: Chamber of Milling meeting to benchmark QCTO accreditation procedures and processes.

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

23 May 2019: Milk SA Transformation meeting.

6 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 Primary Industry's Skills and Knowledge Development projects.

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

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 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 2nd Quarter of 2019:

April 2019: "*What makes a training programme?*". This article focused on the benefits as well as the requirements that training programmes 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.

The MPO Training Institute attended the Large Herds Conference in Port Elizabeth. Attending the conference not only provided for an opportunity to acquire dairy industry information, but also to network with dairy farmers and industry stakeholders on the training services provided by the MPO Training Institute.

The MPO Training Institute also participated in a RSG radio interview on stories of hope deriving from training on dairy farms.

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, 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 a GAP analysis. The MPO Training Institute already concluded the first training session in 2018, where Module 9 - Dairy 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 will be presented on each of the five farms during 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
01-05 Apr 2019	Module 8: Code of Practice for Milk Producers	Shiloh Dairy Trust	10
08-12 Apr 2019	Module 8: Code of Practice for Milk Producers	Ncora Dairy	11

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 during the course of 2019.

The following training were conducted in 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

During the 2nd Quarter the MPO provided an Artificial Insemination skills development course. This course however does not form part of the Milk SA training plan for Little Barnet Farm. The rest of the Supervisor modules will be presented during the 3rd and 4th quarter of 2019.

No Non-achievements / underperformance has been reported

Income and expenditure statement

Income and expenditure statement	201906 MSA fin report.pdf
Unnecessary spending during period	No

Popular Report

[POPULAR REPORT.QUARTER 2.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