



Skills and knowledge development primary dairy industry

(PRJ-0270-2020)

Milk Producers' Organisation

Year 2020/2020 (January 2020 till December 2020)

Project goals

Goal 1 - Interactions in respect of acts, regulations, policies and procedures regarding skills and knowledge development (in the light of the needs of the dairy industry) with authoritative bodies in the public sector, tertiary education institutions, representatives of other industries and MPO structures

Achievements

AgriSeta

The MPO represents the primary dairy industry at the AgriSeta Red Meat Sub-sector Skills Committee (SSC) meetings. The following meetings in respect of skills and knowledge development have been attended:

11 Feb 2020: Attend an AgriSeta Red Meat SSC meeting where after the MPO distributed a survey questionnaire to primary dairy producers. The aim of the questionnaire was to determine skills gaps, hard-to-fill occupations in the industry, skills development needs for major change drivers, new and emerging occupations in the industry, priority education and training interventions, critical and scarce skills, estimate actual employment, positive and negative impacts of the 4th industrial revolution, etc. This information forms part of the annual Agricultural Sector Skills and Performance Plan.

18 Feb 2020: Attend an AgriSeta Mandatory grant workshop, where after primary dairy producers were advised on mandatory grant applications and procedures, through workplace skills plans (WSP) and annual training reports (ATR). Information was shared via the MPO newsletter and The Dairy Mail. (Relates to Annexure 2, Skills Development Act 1998, SETA Grant Regulations, Application for Mandatory Grant by Employer [Regulation 6(1) (A)].

The MPO also assisted primary producers with enquiries concerning ATRs (2019) and WSPs (2020) as well as skills and knowledge development for the primary producer employees, throughout 2020.

A new SSC model was developed by the AgriSeta and Me H. Pfeiffer was again nominated and accepted as member of the Red Meat SSC. The main purpose of the SSCs is to provide sector intelligence through empirical research on the various agricultural sectors. Specific goals include the AgriSeta research agenda, research colloquiums as well as the development of the sub-sector plans and update of qualifications.

29 Oct 2020. The MPO attended a virtual AgriSeta Red Meat SSC meeting. The SSC's new approved model, based on benchmark with other SETAs, was discussed. The approved model consists of 11 sub-sector skills committees, five chambers and a chamber colloquium. The SSC focused on its governance and research strategy in the various sub-sectors. The research

agenda will enable the AgriSeta to have an informed analysis of the labour market, relevant sectoral priority occupational interventions, support and continuous improvement, as well as processes that focus on the skills need, skills planning and skills delivery in the agricultural sector. The MPO provided inputs based on BFAP Report 2020.

15 Nov 2020. The MPO submitted an application for a discretionary grant project based on skills and knowledge development that supports the industry change drives' skills implications as well as skills needs of the commercial and small/rural emerging farmers.

27 Nov 2020. The MPO attended a virtual AgriSeta AGM. The chairperson's report focused on the strategic outputs in terms of the role, landscape, stakeholder cooperation and future role of AgriSeta as the SETA licenses were renewed to 31 Mar 2030. Covid-19 had a significant impact on skills development implementation. The CEO's organisational report focused on AgriSeta's non-satisfactory performance level of 54% and the envisaged turnaround strategy.

AgriSeta and QCTO

The MPO is a stakeholder in the development and verification of the Dairy Occupational Profile, Curriculum, Assessment Specifications and the External Assessment Specifications for the roll-out of this Qualification. The MPO attended eight (8) constituency group meetings during Jan – Mar 2020, where after the following documentation was completed, consolidated and submitted to the AgriSeta and QCTO:

Dairy occupational qualification assessment specifications and tasks for the knowledge, practical skills and work experience components of eleven modules. The specifications are included in the qualification assessment specification (QAS) and assessment policy documentation.

A national data bank of instruments for the external integrative summative assessment (EISA) of the dairy occupational qualification. The data bank is based on the QAS blueprint that was approved by the QCTO during the first quarter. An example of this data bank has to be made available to the QCTO for students who are, based on their portfolios of evidence (POEs), evaluated and prepared for an EISA. The data bank covers three exit level outcomes with multiple occupational tasks covering the complete spectrum of the dairy occupational curriculum. The data bank includes questions and model answers compiled by industry experts. The assessment instruments also facilitate an analysis of the various domains of cognitive learning.

A database with a learner tracer system.

Policies, procedures and standard documentation for the management and coordination of internal and external assessments, assessment quality partner (AQP) associated practitioners and sites, moderations, appeals, recognition of prior learning (RPL) and certification.

Note that Milk SA did not fund the development processes, but only the time spent by the MPO for its interaction, contribution and management to complete the development of the dairy occupational qualification, which is of collective interest for the primary dairy industry.

Owing to the COVID-19 lock down regulations, no QCTO or other Educational Institutions meetings took place during 2020.

Milk SA

Due to COVID-19 regulations, the Milk SA skills and knowledge development meetings were limited to the 3rd and 4th quarter:

28 July 2020: MPO meeting with primary industry members to discuss the needs of dairy farmers in terms of skills development and Milk SA transformation guidelines.

4 Aug 2020: Milk SA meeting to discuss skills and knowledge development planning for 2021; the new proposed structure for skills and knowledge development; and feedback on quarterly reports.

11 Aug 2020: MPO attended the secondary industry skills and knowledge development meeting. During this meeting, the secondary industry discussed the 2nd quarter skills and knowledge development report as well as the concept proposal for 2021 Milk SA activities.

19 Aug 2020: A sub-committee skills and knowledge development primary industry meeting took

place with primary industry members only. The MPO gave a comprehensive presentation on Milk SA activities from 2008 to date; the new structure for Milk SA skills and knowledge development since it had been removed from the transformation portfolio of Milk SA; and the proposal for 2021 activities. The sub-committee consists of MPO national and regional members and representatives.

02 Sep 2020. MPO attended the first advisory committee on skills and knowledge development hosted by Milk SA. This committee consists of nominated members of both the primary and secondary industry. 2nd Quarter reports and proposals for 2021 projects were discussed and provisionally approved, with or without amendments.

The Primary Industry projects proposal for 2021 included skills and knowledge development actions (guided by Milk SA, and which is of collective interest to the dairy industry). These specific actions remain the same than 2020, and include:

Continuous evaluation of the current dairy occupational curriculum to determine whether amendment is necessary to the curriculum design, learning materials, assessment tools or quality management system. Amendments depend on technology development, production procedures and requirements set by relevant bodies in the public and private sector.

These actions include work of the relevant Milk SA committees and the Seta structures.

Interactions in respect of acts, regulations, policies, procedures as well as skills and knowledge development needs in the dairy industry, with authoritative bodies in the public sector and representatives of other industries.

The structure and regulations of the AgriSeta provide context to this element.

Promotion of skills and knowledge development in the dairy industry and guidance in respect of it to members of the dairy industry.

Skills and knowledge development guidance to members in the dairy industry for appropriate training interventions and mandatory grants.

26 Nov 2020. The MPO attended a virtual Milk SA AGM and provided feedback on primary skills and knowledge development activities during 2020.

No Non-achievements / underperformance has been reported

Goal 2 - Continuous evaluation: Depending on factors like technology development, changing production procedures and requirements set by relevant bodies in the public sector, to determine whether an amendment is necessary for example i.t.o. the curriculum, learning materials, assessment tools and qualifications

Achievements

On 26 Feb 2020 the MPO submitted a motivation for the amendment of the dairy occupational qualification to the QCTO. The curriculum design has to be amended to include additional management modules that were developed during the registration phase of the qualification. These modules include Pasture Management, Reproduction Management and Biosecurity Management. Amendments also include the credit allocation of the registered curriculum as well as the content of some of the modules. Amendments to the curriculum design also imply amendments to the assessment specifications and the external assessment specifications. Neither the AgriSeta, nor the QCTO, responded to the amendment proposals throughout 2020.

The MPO had a meeting with AgriSeta on 22 Sep 2020 to discuss the revision strategy for the occupational qualification as well as the approval of an implementation strategy for the MPO as AQP of the dairy occupational qualification. To date the MPO still awaits the following feedback

from AgriSeta and the QCTO:

An amendment proposal concerning the curriculum design for additional modules, credit allocation and assessment specifications of the dairy occupational qualification.

Approval of, and the implementation strategy, for the MPO as AQP of the dairy occupational qualification.

The MPO started with the revision of the various modules. Modules 1 and 2 (*The South African dairy environment* and *Calf and heifer rearing, feeding and health care*) have been recommended for amendment during the first quarter.

The COVID-19 regulations influenced the implementation of skills and knowledge in the primary industry, which forced the MPO to investigate on-line learning opportunities according to the requirements of AgriSeta and QCTO. The MPO developed an interactive on-line course on *Calf and heifer rearing, feeding and health care* and *Dairy animal healthcare* (Based on module 2 and 3 of the dairy occupational qualification) as well as *Financial management*.

Note that Milk SA did not fund the development of the above-mentioned on-line training portal. The time invested by the project manager to determine the feasibility of such an on-line learning opportunity is of collective interest to the dairy industry for skills and knowledge development.

No Non-achievements / underperformance has been reported

Goal 3 - Promotion of skills and knowledge development and guidance in respect of it to members of the dairy industry

Achievements

The MPO participated in and hosted several events to promote dairy skills and knowledge development in the primary industry. These activities and events included media promotion, MPO member engagement as well as skills and knowledge development webinars:

21 Feb 2020: Guidance to Bekker High School on the implementation requirements of the dairy occupational qualification. The school envisages re-opening the school's dairy with a training facility for dairy students.

24-27 Feb 2020: Attended MPO member meetings in the Western Cape (Malmesbury, George and Swellendam). The MPO training institute made a presentation to guide farmers on how they can use the dairy occupational qualification training to empower their employees. The presentation specifically focused on *Dairy calf and heifer rearing, feeding and health care*. Approximately 50 farmers attended these events.

3 Mar 2020: Attend MPO North silage day in the Free State. The MPO training institute made a presentation on *Dairy livestock feeding* and feeding systems. Farmers were also advised on the various courses available to develop and uplift employees' skills. Ten farmers attended the event and the Institute addressed individual skills development queries of the primary producers.

20 May 2020: MPO Training Institute promoted skills and knowledge development within the primary dairy industry at a MPO media day webinar.

1 Jun 2020: MPO Institute conducted a Landbou Radio interview on activities presented during the MPO media day webinar.

8-19 Jun and 6-7 Jul 2020. The MPO training institute presented a Biosecurity Management webinar. The content of the webinars were based on module 13 of the dairy occupational qualification. The program introduced all the biosecurity practices to ensure a healthy herd and profitable farming business, and furthermore assisted participants in the evaluation of a dairy farm's biosecurity status and to design a biosecurity plan for implementation by a dairy farmer.

Participants in the webinars included state and private veterinarians, compulsory community services veterinarians (CCS Vets), animal health technicians and other dairy industry

employees. The MPO also registered the Biosecurity Management webinar for continuous professional development (CPD) points at the SA Veterinary Council (SAVC). One hundred and thirty four (134) participants attended the webinars and 116 participants completed the on-line assessments.

27 Aug and 17 Sep 2020. The MPO training Institute conducted two Landbou Radio interviews to promote on-line dairy skills and knowledge development courses and planned webinars on the Code of Practice for Dairy Producers and Dairy Production management.

19 and 27 Aug 2020. Attended a virtual MPO regional member meeting and AGM of MPO North and MPO Eastern Cape respectively.

21 and 22 Sep 2020. The MPO training institute hosted a *Code of Practice for Dairy Producers* webinar. The webinar was presented by both the MPO and the Dairy Standard Agency (DSA). The content was based on module 8 of the dairy occupational qualification. The program focused on compliance with food safety requirements at primary production level, industry norms for measuring supplier quality assurance and minimum requirements for export certification. The regulatory scope of this program includes SANS 10049, Regulation 961 and ISO/TS22002-3.

The participants included animal health professionals as well as government health officials responsible for health and food safety compliance audits on dairy farms. The MPO also registered the above webinars for CPD points at the SAVC and the South African Council for Natural Scientific Professionals (SACNASP). Eighty one (81) participants attended the webinar and 41 completed the on-line assessment.

MPO presented the knowledge component webinar on module 2 and 3 of the dairy occupational qualification to MPO national and regional members. This initiative contribute to individual development plans of MPO national and regional representatives.

12- 16 Oct 2020. The MPO training institute hosted a *Dairy Production Management* webinar. This programme covered dairy facility design concepts and factors that influence dairy operational effectiveness. The programme followed a holistic approach by focusing on reproductive performance parameters, animal health, nutritional requirements at various lactation stages and feed efficiency to achieve maximum milk yield per cow. The programme also clarified the value and methods underlying effective recordkeeping. The webinar was attended by 74 students and 57 successfully completed the on-line assessment. The participants included CCS Vets, animal health professionals, extension personnel as well as dairy farmers.

27 and 28 Oct 2020. The MPO training institute hosted another *Code of Practice for Dairy Producers* webinar. The participants included animal health professionals as well as government health officials responsible for health and food safety compliance audits on dairy farms. The webinar was also registered for CPD points at the SAVC and SACNASP. Fourty one (41) participants attended the webinar and 28 completed the on-line assessment.

A total of 112 members participated in the *two Code of Practice for Dairy Producers* webinars and a total of 86 participants completed the on-line assessment.

4 Nov 2020. Attended the virtual MPO KZN AGM and MPO National AGM and conference.

23 – 27 Nov 2020. The MPO training institute hosted a Dairy School for final year veterinary students of Onderstepoort (University of Pretoria). The school aimed to introduce dairy students to the characteristics of the dairy industry and to encourage them to pursue a career focusing on dairy production animals.

The total attendees, including the students were 54. The participants included animal health technicians, animal scientists, veterinarians, farmers and other industry role-players. A total of 22 industry experts participated as speakers.

Milk SA did not fund the webinars/training sessions though it resorts under the initiatives followed by the MPO to promote skills and knowledge development in the primary dairy industry.

The MPO training institute also shares information on skills and knowledge development on a continuous base through the bi-weekly MPO News Bulletin and the monthly *Dairy Mail*.

No Non-achievements / underperformance has been reported

Income and expenditure statement

Income and expenditure statement	BUDGET 2020.pdf
Unnecessary spending during period	No

Popular Report

[POPULAR REPORT.2020.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