



Skills and knowledge development primary dairy industry
(PRJ-0270-2020)
Milk Producers' Organisation

Quarter 3 2020/2020 (July 2020 till September 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

A new Sector Skills Committee model was developed by the AgriSeta and Mrs H. Pheiffer was again nominated and accepted as member of the Red Meat Sector Skills Committee (SCC) for the new term and implementation of the new model. The main purpose of the SSC is to provide sector intelligence through empirical research on the various sectors in agriculture. Specific goals include contribution to the AgriSeta research agenda, developing sub-sector plans and updating qualifications. AgriSeta will also host the first research colloquium in which the SSC members will play a major role. The first SSC meeting (for the new term) will take place in the 4th quarter.

Due to COVID 19 no Milk SA Skills Knowledge Development meetings took place during the 1st and 2nd quarter. The following meetings between Milk SA, the primary and secondary industries took place during the 3rd 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 the 2021 Milk SA activities.

19 Aug 2020: Subcommittee Skills and Knowledge Development Primary Industry meeting took place. The MPO gave a thorough presentation on Milk SA activities from 2008 to date; the new structure for Milk SA Skills and Knowledge Development since it has been removed from the Transformation portfolio of Milk SA; and the proposal for 2021 activities. The subcommittee 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 draft proposal for the Primary Industry projects for 2021 was submitted in the 3rd Quarter. The proposal is guided by Milk SA in terms of Regulation 1398. It states that Milk SA can only finance skills and knowledge development actions that is of true collective interest to the dairy industry. These actions cannot be funded in any other way and are required to improve the dairy industry's competitiveness by enabling people to obtain officially recognised part or full dairy

qualifications.

The specific actions for the 2021 proposal include:

Continuous evaluation of the current dairy occupational curriculum to determine whether amendments are 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.

Interaction 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.

Milk SA has established a sound learning environment for industry participants to perform proper and relevant training. The user-pay principle for training however applies.

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

The MPO submitted a motivation for the amendment of the Dairy Occupational Qualification during the 1st quarter. To date neither the AgriSeta nor the QCTO responded to the amendment proposal that includes the curriculum design for additional modules, credit allocation and assessment specifications.

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 and implementation strategy for the MPO as Assessment Quality Partner of the Dairy occupational qualification. The MPO awaits feedback from the QCTO on the following development documentation that was submitted during the 2nd quarter:

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 and Assessment Policy documentation. A national data bank of instruments for the external integrative summative assessment of the dairy occupational qualification. The data bank covers three exit level outcomes with multiple occupational tasks that cover the complete spectrum of the dairy occupational curriculum. The data bank includes question 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, AQP associated practitioners and sites, moderations, appeals, RPL and certification.

The COVID-19 lockdown influenced the implementation of skills and knowledge in the primary industry which urged the MPO to investigate on-line learning opportunities against the

requirements of AgriSeta and the QCTO. During the 2nd and 3rd quarter the MPO started with the development of interactive on-line courses on *Calf and heifer rearing, feeding and health care* and *Dairy animal healthcare*. (Module 2 and 3 of the Dairy Occupational Qualification).

Note that the development of the above mentioned on-line training portal was not funded by Milk SA. The time invested by the project manager to determine the feasibility of such an on-line learning opportunity and the development thereof is of collective interest to the primary dairy industry 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 opportunities where dairy skills and knowledge development in the primary dairy industry were promoted:

A Landbou Radio interview on 27 Aug and 17 Sep 2020 to promote the MPO on-line courses and planned webinars on Bio-security management, Dairy Production management and The Code of Practice for Dairy Producers.

A *Biosecurity Management* webinar was hosted on 6 and 7 Jul 2020. The content was based on Module 13 of the dairy occupational qualification. Participants included state and private veterinarians, compulsory community services veterinarians (CCS Vets), animal health technicians and dairy consultants. The webinar was attended by 84 members.

The *Code of Practice for Dairy Producers* webinar was hosted on 21 and 22 Sep 2020. The webinar was presented by both the MPO and DSA. The content was based on Module 8 of the dairy occupational qualification. 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 attended by 81 members.

The MPO also registered the above webinars for CPD (continuous professional development) points at the SAVC and SACNASP.

MPO presented the knowledge component webinar for Module 2 and 3 of the Dairy occupational qualification to MPO national and regional members. This initiatives contribute to individual development plans of MPO national and regional representatives.

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

MPO regional members online meetings and AGMs were also attended on 19 and 27 Aug 2020, for MPO North and MPO Eastern Cape respectively.

No Non-achievements / underperformance has been reported

Income and expenditure statement

Income and expenditure statement	202009_msa_Q3_budget.pdf
Unnecessary spending during period	No

Popular Report

[POPULAR REPORT.QUARTER3.2020.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