



Skills and Knowledge Development in the Primary Industry

(PRJ-0295-2021)

Milk Producers' Organisation

Year 2021/2021 (January 2021 till December 2021)

Project goals

Goal 1 - 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. Amendment depends on technology development, production procedures and requirements set by relevant bodies in the public and private sector

Achievements

AgriSeta advised the MPO to only consider revision of the dairy occupational qualification in 2022, as the first revision can only take place after five years of registration.

The MPO will continue to identify commercial dairy farms where students can do practical training, assist dairy farmers to register as workplace providers, and dairy trainers as skills facilitators.

The AgriSeta, however, remains responsible to liaise with agricultural colleges to include the dairy occupational qualification in college curriculums.

To ensure easy access to dairy training material and the dairy occupational qualification, the MPO concluded a contract with Optimi Classroom Holdings for an online learning platform and bookstore. This platform ensures access to groups and individuals to register and do the theoretical component of the dairy occupational qualification.

The dairy supervisor modules were revised, adapted, and captured for online facilitation and assessment. Capturing and preparation of the dairy management modules will be completed during the first quarter of 2022. The roll-out of this platform for online dairy learning will take place during the first quarter of 2022.

No Non-achievements / underperformance has been reported

Goal 2 - 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

Achievements

Several meetings between the MPO and the **AgriSeta** concerning mandatory and discretionary grants as well as sector specific matters took place during 2021:

The Skills Development Levy (SDL) is a mandatory monthly payment that South African employers earning over R500 000 a year is obliged to pay. It equates to 1% of their payroll and is paid to SARS together with monthly PAYE and UIF. The SDL is distributed between the National Skills Fund (NSF) and the SETAs. The NFS and SETAs then oversee the disbursement of grants to funds, programmes and employers across South Africa for training and upskilling of the country's workforce. The Mandatory Grant has an important function as it encourages employers to provide data to their SETA on their workforce and skills needs based on their annual Workplace Skills Plans (WSPs) and Annual Training Reports (ATRs). The SETA is mandated to annually pay back 20% of the SDL to employers that successfully submit their required annual submissions.

To advise the dairy farmers on the requirements and procedures of online submissions and deadlines, the MPO attended a Mandatory Grant workshop on 08 March 2021. The MPO provide feedback to farmers via the MPO newsletter and telephonically, and support to some members with the online submission of their SWPs and ATRs.

Discretionary grants are the remaining 80% of the SDL that is awarded to employers at the discretion of the SETAs. The aim of these grants is to encourage stakeholders and employers to contribute to skills development, address critical and scarce skills shortages and create jobs and employment opportunities. The AgriSeta annually award discretionary grants to commodities. The red meat sector (including dairy) had several concerns regarding the inconsequent allocation of discretionary grants and several meetings took place between the red meat sector and AgriSeta, as well as the red meat sector and AgriSA, to resolve these concerns.

The MPO attended a discretionary grant workshop on 16 Aug 2021 whereafter project plans were developed and submitted for evaluation. The MPO submitted a discretionary grant project proposal for the implementation of dairy programmes. The proposal is based on a national dairy skill needs analysis that were conducted during Sep 2021. The project proposal concerns the presentation of short courses in the various dairy regions. Successful applications will be announced in April/May 2022.

The MPO attended two AgriSeta Sector Skills committee meetings on 11 May and 13 Jul 2021 respectively. During these meetings the importance of skills development in agriculture, sub-sectors skills plans, employer surveys and the scope of quality assurance were discussed. The MPO is also involved with the annual inputs for the red meat sector skills plan that was revised in the first part of 2021 and published in the latter part of 2021.

The MPO attended the AgriSeta AGM on 08 Oct 2021. The meeting included the Chairperson's Report, Annual Report of the Accounting Authorities Affairs, Financial Statements and Audit Report, as well as the AgriSeta's Annual Budget and Business Plans 2022/23.

Several meetings took place between the MPO and **Milk SA** concerning primary dairy industry skills and knowledge development.

The MPO participated in an online Milk SA Primary Industry Skills and Knowledge Development meeting on 20 Apr 2021. The annual report of 2020, project proposal for 2021 as well as the 1st quarter report of 2021 were then discussed.

The primary industry meeting that was scheduled for 6 May 2021 was cancelled due to the suspension of the MPO CEO and the MPO restructuring process.

Due to Covid-19 restrictions Milk SA did not require the attendance of the primary skills project manager at the Milk SA AGM that took place on 10 Jun 2021.

The second Milk SA Primary Industry Skills and Knowledge Development meeting took place on 13 Aug 2021 and were hosted online. The Milk SA 2nd Quarter report and proposal for the skills and knowledge development project for 2022, discretionary and mandatory grants as well as primary industry skills needs were discussed.

The MPO attended the Milk SA Advisory Committee meeting on 17 Aug 2021. Reports of both the primary and secondary industry were discussed as well as guidelines for, and draft proposals

of, skills and knowledge development in 2022. The MPO provided Milk SA with the Agricultural Sector Skills Plan for 2022/23, as well as sector statistics on SDL paying entities and the impact thereof on the availability of skills development funding.

The MPO directed an enquiry to Milk SA regarding a request by the NAMC for proposals on capacity building and skills developments plans in commodity transformation programmes. Milk SA confirmed that the skills development projects of Milk SA do not include skills development activities such as training.

No Non-achievements / underperformance has been reported

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

Achievements

Several meetings and events took place that had a direct or indirect impact on the promotion and guidance of skills and knowledge development in the primary dairy industry. Note that Milk SA did not fund the implementation of these events, though it contributes to the promotion of dairy.

The MPO engaged with various clients daily regarding guidance and the implementation of dairy training programmes. The following training events that took place during 2021 are worth mentioning:

The MPO presented several courses on dairy health, reproduction, feeding, milk harvesting as well as the Dairy Standard Agency (DSA) Dairy Code of Practice to rural dairy farmers in the Jane Furse district in Limpopo. The training also included on-farm mentoring sessions. The DALRRD supported the MPO with the implementation of these courses.

The Makhoba Trust near Kokstad in KZN approached the MPO for the presentation of various dairy and livestock courses to community beneficiaries. An implementation plan for 2021 was developed and several dairy skills programmes and modules of the dairy occupational qualification (farmworker level) was presented to the Makhoba community beneficiaries, who are employed at the dairy. Makhoba dairy is an enterprise development partner of Nestlé.

The MPO also presented nine 2-day training events in the various MPO dairy regions. In total 128 dairy farm employees were trained in the following non-credit bearing programmes:

- DSA Dairy Code of Practice for Milk Producers. This programme provides the norms for measuring supplier quality assurance and is also a legal requirement for food handlers to be trained in food safety [R961 of 23 Nov 2013, Regulation 10 (6) and (7)] by an accredited training provider. Training records of this program must be made available to a health inspector during farm visits.
- Biosecurity. This programme provides practices that prevent the entry of disease-causing agents to protect the health of the herd as well as the quality of the product produced for the consumer. Biocontainment prevents the spread of diseases between groups of animals on a dairy farm. This programme and the implementation of biosecurity practices are imperative in the current outbreak of the Foot-and-Mouth disease.

The MPO, in collaboration with the Veterinary Faculty of the University of Pretoria at Onderstepoort, hosted a dairy school that took place from 26-30 July 2021. The dairy school focused on university students, CCS veterinarians and animal health technicians.

The event was also attended by commercial dairy farmers and dairy consultants. A total of 170 participants attended the online dairy school, which covered relevant topics from dairy animal health, nutrition, and production to dairy management in practice. The topics furthermore included information on the dairy industry, dairy veterinary disciplines as well as the expectations between dairy farmers and dairy veterinarians. A total of 19 dairy industry experts presented during the event. The presentations are available on the MPO Institute YouTube channel and OBP online student portal. The students also attended a practical week at various commercial dairy farms. The MPO dairy school proves to be a significant and growing event on the annual dairy calendar.

The MPO also hosted a webinar on the basic principles, values, and interpretation of dairy economics on 27 Sep 2021. The webinar focused specifically on dairy employees and role-players who do not have a clear acumen of dairy economics.

Modules of the dairy occupational qualification were also presented online to students who studied on a part-time basis.

Owing to the restructuring of the MPO, no regional MPO meetings were attended during the first half of 2021. The following MPO skills and knowledge development meetings, industry and regional meetings were however attended:

19 Feb 2021: Member meeting with MPO KZN. The MPO informed the members on mandatory grant applications, new requirements regarding learner work-based agreements and training facilities on KZN dairy farms.

28 Jul 2021: The MPO skills and knowledge development office attended the MPO KZN Management meeting.

29 Jul 2021: MPO skills and knowledge development office attended a meeting with Limpopo Dairy focusing on the dairy occupational qualification and work experience of students.

02 Sep 2021: MPO skills and knowledge development office attended the MPO KZN AGM.

08 Sep 2021: MPO skills and knowledge development office attended the MPO North AGM.

14 Oct 2021. The MPO skills and knowledge development office attended the AgriSA annual congress.

14 Oct 2021. The MPO skills and knowledge development office attended the MPO EC AGM.

14 Oct 2021. The MPO skills and knowledge development office attended the MPO National AGM.

19 Oct 2021. The MPO skills and knowledge development office attended the MPO National Virtual Congress.

20 Oct 2021. The MPO skills and knowledge development office attended the MPO KZN Central Committee meeting.

09 Nov 2021. The MPO skills and knowledge development office participated in the MPO strategic planning session. Structural changes within the MPO required a new strategic road map. Training remains a strategic objective of the MPO. A new coordinating committee was appointed to align training with the MPO's new strategic focus.

08-09 Dec 2021. The MPO skills and knowledge development office attended three meetings in KZN focusing on skills and knowledge guidance to dairy farmers for the implementation of the dairy occupational qualification.

Skills and knowledge development in the primary industry was also promoted through a Landbou radio interview as well as through related articles and information in The Dairy Mail (TDM) and MPO Bulletin.

No Non-achievements / underperformance has been reported

Income and expenditure statement

Income and expenditure statement	20211 ANNUAL Budget. Final.pdf
Unnecessary spending during period	No

Popular Report

[ANNUAL POPULAR REPORT 2021.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