



## ***Skills and Knowledge Development in the Primary Industry*** (PRJ-0307-2022)

### ***Milk Producers' Organisation***

***Year 2022*** (January 2022 till December 2022)

#### **Project goals**

**Goal 1 - 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***

MPO on-line training platform: The MPO Training Institute developed an on-line learning platform during 2021. The platform was evaluated by an MPO constituency group in the first quarter whereafter the on-line learning platform was launched in Apr 2022.

Various training modules of the dairy occupational qualification were altered for the online platform. This platform provides opportunity for individual self-study or employee group training, facilitated by the farmer/manager. The online training provides access to learning material, formative and summative assessments, re-assessments, practical and work experience logbooks as well as PowerPoint presentations and videos. Students can access the learning platform via an application which also makes provision for off-line use. The administration of learners will be done through the MPO Training Institute.

Revision of the dairy occupational qualification: MPO Training Institute submitted a proposal via the AgriSeta to the QCTO for the revision of the dairy occupational qualification.

After numerous enquiries, it was discovered the AgriSeta omitted to process the correct documentation to the QCTO. MPO had to re-apply and approval for revision of the qualification was granted in Jan 2023.

The MPO Training Institute applied for AgriSeta funding for the revision of the qualification. The AgriSeta approved the amount of R189 00,00 for a curriculum development practitioner to facilitate the revision process. The revision will include the adjustment of credit allocation, inclusion of additional modules to the dairy manager qualification, adjustment of the quality assessment standard (QAS) documentation and an update of the external integrated summative assessment database.

Accreditation of the MPO Training Institute as a QCTO Skills Development Facilitator. The QCTO conducted a MPO Training Institute site visit and evaluation on 19 July 2022. On 02 Aug 2022 the MPO Training Institute was accredited as QCTO skills development provider (SDP) - (07-QCTO/SDP280722-7021).

## ***No Non-achievements / underperformance has been reported***

**Goal 2 - 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***

The following interaction with the AgriSeta took place during 2022:

Feb and Mar 2022. The MPO attended an on-line SDF webinar and informed the primary producers of their annual training reports (ATR) and workplace skills plans (WSP) which had to be submitted on the AgriSeta Indicium system before end of Apr 2022. The MPO concluded and submitted several ATR/WSPs.

23 Feb 2022. The MPO conducted a meeting with AgriSeta regarding commodity projects and partnerships. During this meeting internal processes and guidelines were discussed.

Mar 2022. The MPO conducted an employer survey to determine the following: common skills gaps in the sub-sector, emerging and critical skills, hard to fill vacancies, new emerging occupations, change drivers, economic performance of the sector, as well as the impact of COVID-19 on the sub-sector. The survey was carried out through telephone calls and an on-line questionnaire to dairy producers and role-players.

23 Mar 2022. Sub Sector Skills (SSC) meeting. The results of the sub-sector employer survey were discussed for incorporation in the sub-sector skills plan for 2022/23. The committee was also informed about a new Agricultural Sector Student Fund that will provide bursaries for employed and unemployed students. Commodities and private businesses will be approached for participation in bursary funds. This fund aims to support the 10 top priority occupations in the agriculture.

Mar 2022. The MPO concluded an agreement with AgriSeta on a commodity project for primary producers. The project included the presentation of 14 non-credit bearing short courses to dairy farm employees in the various dairy production regions.

12 May 2022. The MPO Training Institute had a meeting with AgriSeta to discuss the presentation of the dairy curriculum at tertiary schools. AgriSeta confirmed that Agricultural schools can engage in dairy training as the occupational curriculum forms part of further education and training (FET), which can be instituted from Grade 10 – 12.

13 July 2022. The MPO Training Institute attended an AgriSeta Roadshow at the Birchwood Hotel in Boksburg. AgriSeta addressed all stakeholders and reflected on the 2021/22 financial performance, medium to long term strategic focus, annual performance plans, changes in discretionary grants policies, as well as procedures and the discretionary grant funding application window.

01 Aug 2022. The MPO Training Institute participated in a research survey commissioned by DALRRD to determine what constitutes the priority skills and occupations in the agricultural sector. The aim of the research was to enable DALRRD to implement actions to address skill shortages.

14 Sep 2022. The MPO submitted a proposal for discretionary grant funding in 2023. The proposal involved dairy skills development workshops and short courses for dairy farm employees.

12 Oct 2022. The MPO Training Institute attended the AgriSeta AGM that took place in Cape

Town. This AGM was the first face-to-face- meeting in 2 years due to COVID-19. Dr Blade Nzimande, Minister of Higher Education, Science and Innovation, was a keynote speaker focusing on opportunities for the youth in agriculture and AgriSeta's role to unlock opportunities with municipalities and traditional authorities. He also commended AgriSeta for its unqualified audit opinion from the auditor-general, achievement of skills development interventions such as workplace-based learning opportunities of TVET college graduates and mechanisms to support the department's district development model strategies. The Minister also confirmed that he instructed the National Skills Fund (NSF) to prioritise agricultural skills development amid increasing rates of unemployment and urge AgriSeta to directly engage with the NSF to maximise resources available for the provision of skills in agriculture. During this meeting AgriSeta's CEO also report on the performance and achievements for the 2021/2022 financial year. AgriSeta's commitment in ensuring sustainable employment opportunities and continuous recover from Covid-19 economic disruption is evident in the R177,8 million increase in skills development levies from 2020/21 to 2021/22 financial year.

22 Nov 2022: The MPO Training Institute attend a Sector Skills Committee meeting in Johannesburg, where AgriSeta provided feedback, solicit feedback and endorsement for the Sub-Sector Skills Plan for 2023/24. AgriSeta values the input from the Sub-sector Skills Committee to ensure that all interventions for skills development meet the relevant scarce and critical skills needed for training in the agricultural sector. AgriSeta also informed the committee on matters concerning Mandatory and Discretionary Grants, QCTO accreditation and the AgriSeta budget.

7 Dec 2022. The MPO Institute approached the QCTO directly regarding the outstanding registration of the Dairy Farmworker Part Qualification. The MPO Institute send communication to both AgriSeta and the QCTO, whereafter the QCTO requested an urgent meeting with the AgriSeta. On 15 Dec 2022 the QCTO insured the MPO Training Institute that the matter will receive priority as AgriSeta has also been requested to provide feedback in Jan 2023.

The following with Milk SA took place during 2022:

Feb 2022. The MPO signed the Milk SA Primary Industry Skills and Knowledge Development project contract.

07 Feb 2022. The MPO concluded a meeting with Milk SA CEO to discuss the primary skills and knowledge development project budget. Milk SA agreed to the MPO's financial management approach.

25 Feb 2022. The MPO submitted the 2021 Annual report for the MPO Primary Industry Skills and Knowledge Development project.

22 Mar 2022. The MPO provided inputs and prepared for the first MSA Primary Industry Skills and Knowledge Development meeting that will take place on 06 Apr 2021.

06 Apr 2022: The MPO and MPO Training Institute attended the Milk SA Primary Industry Skills and Knowledge Development meeting.

25 Apr 2022: The MPO and MPO Training Institute attended the Milk SA Advisory committee meeting on Skills and Knowledge Development.

03 Aug 2022. The MPO and MPO Training Institute attended the Milk SA Primary Industry Skills and Knowledge Development meeting. During this meeting the MPO provided feedback on skills and knowledge development in the primary industry, funded by Milk SA.

26 Aug 2022. The MPO and MPO Training Institute attended the Milk SA Advisory committee meeting on Skills and Knowledge Development. During this meeting the MPO provided feedback on skills and knowledge development in the primary industry as well as the new project proposal for 2023.

09 Nov 2022. The Milk SA Primary Industry Skills and Knowledge Development project for 2021 was audited by Milk SA auditors.

30 Nov 2022. The MPO Training Institute attended the Milk SA AGM and provided feedback on the Milk SA Primary Industry Skills and Knowledge Development project activities.

## ***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***

The MPO Institute attended several meetings in our capacity as dairy skills and knowledge development provider of the MPO. During these sessions promotion and guidance in respect dairy skills and knowledge development were encouraged:

1 Feb 2022: The MPO Training Institute had a meeting with the Western Cape Government's Agricultural Skills Development team to discuss future cooperation possibilities.

11 Feb 2022: The MPO Training Institute attended the MPO KZN Central Committee Meeting and informed the members on MPO training initiatives for KZN as well as the new on-line bookstore and training initiative.

14 Feb 2022. The MPO commenced discussions with the Dairy Standard Agency (DSA) on training for dairy producers on the new updated DSA Dairy Code of Practice for Milk Producers. The intention is that the MPO will organise 1 hour training sessions on the Code of Practice through milk buyers. DSA will seek assistance from Milk SA to distribute course advertisements to the different milk buyers. Several follow-up meetings between the MPO and DSA took place in order to commence with this initiative.

17 Feb 2022. The MPO attended an IFR webinar on a research report concerning the future of work in agriculture.

23 Feb 2022. MPO Training Institute attended work session with the MPO board members in Pretoria.

26 Feb 2022. The MPO Training Institute attended a meeting with Ms Judy Steward from Future Farmers on future cooperation with the MPO concerning work integrated learning for graduates and school leavers as well as training initiatives for dairy developing farmers and farm employees.

4 Mar 2022. The MPO attended an External Database Site meeting hosted by Western Cape Department of Agriculture in George. The purpose of the meeting was to register the MPO Training Institute as a training provider on the Western Cape Government Supplier Evidence Bank database.

18 Mar 2022. The MPO concluded a meeting with the CEO of the Zimbabwean Association of Dairy Farmers (ZADF). Dairy training and assistance on a dairy training curriculum as well as opportunities for training of the trainer were discussed.

18 Mar 2022. The MPO had several informal discussions with Nico Malan Secondary School regarding the presentation of the Dairy occupational qualification as an elective curriculum for the scholars. On 18 Mar 2022 the MPO conducted an on-line meeting with Nico Malan Secondary School, Grasslands Dairy and MPO representatives. Due to the MPO's pending SDF status (during that time), the MPO advised Nico Malan Secondary School to register as an SDF at the QCTO. The MPO will provide the material and guidance for the implementation of the curriculum unless the school considers non-accredited training through the MPO. The use of the online portal is also an option for the school. Consultation with Nico Malan is continued throughout 2023.

25 Mar 2022. MPO Training Institute participated in a studio recorded interview for the Livestock Report episode 19 to broadcast the launching of the on-line training system.

31 Mar 2022. The MPO attended the first meeting of the regional dairy platform of the Southern African Confederation of Agricultural Union (SACAU). The webinar focused on the importance of

feed and feed production in a dairy operation. All the countries involved shared perspectives on sustainable feed production and options to deal with the food crises in the region.

01 Apr 2022. Attended an Agbiz webinar on Private Public Partnerships.

16 and 17 May 2022. The MPO Training Institute visited two Agricultural secondary schools in the Eastern Cape to explain the methodology and components of the Dairy Curriculum.

5-6 June 2022. The MPO Training Institute attended the Large Herds Conference in KZN, which provided a good opportunity for networking with industry stakeholders.

23 June 2022. The MPO Training Institute concluded an on-line meeting with an agricultural school to discuss practical and work experience scope, timeframe, and methodology of the MPO dairy curriculum.

01 July 2022. The MPO Training Institute attended the MPO KZN Central Committee meeting via Zoom. The meeting took place at Cedara, KZN.

14 July 2022. The MPO Training Institute had a meeting with another SDP who also applied for accreditation for the dairy occupational qualification. Training methodologies and possibilities of future cooperation between the MPO Training Institute and the SDP were discussed.

25 – 29 July 2022. The MPO Training Institute hosted the Dairy School in collaboration with the UP Veterinary Faculty at Onderstepoort. The event was successfully completed with 180 attendees and 18 industry professionals who presented various dairy relevant topics. This event served as an ideal opportunity to promote dairy and a dairy career to students, industry professionals, extension personnel and dairy managers.

11-12 Aug 2022. The MPO Training Institute visited the Nico Malan High School in the Eastern Cape to do a presentation on the dairy occupational qualification to students and their parents. The MPO Training Institute also visited farmers to discuss the MOU pertaining mentorship of students in practical learning and work experience of the dairy occupational qualification on supervisor level.

22 Aug 2022. The MPO Training Institute attended a MPO webinar on “Raw milk, Being a dairy ambassador and Legislation”.

24 Aug 2022. The MPO Training Institute had a meeting with Mr J.Burger from the Dairy Standard Agency (DSA) to discuss cooperation, methodology and marketing of the Code of Practice for Dairy Producers project. The project aims to involve both milk buyers and dairy producers and will be rolled out after the SLA between the MPO Training Institute and DSA is concluded.

30 Aug 2022. The MPO Training Institute attended a meeting at the UP-dairy farm to discuss upgrading and the utilization of the farm for training and research.

18 Oct 2022. The MPO Training Institute was invited by the Dalum Agricultural Academy in Denmark to attend a brainstorming session at the Danish Embassy on agricultural training and private sector involvement. An open discussion involved existing agricultural education and skills development needs, and as collaboration opportunities with Dalum and private sector driven education. No specific conclusions were made from the session, though there is consensus that further development/interaction is needed to unlock potential of such a forum.

30 Nov 2022. MPO Training Institute attended the MPO Stewardship Awards that took place in Pretoria. Dairy employee training is one of the judging categories of the Stewardship Awards. The competing finalists acknowledge training in their management programmes and participate in MPO training initiatives.

06 and 13 Dec 2022. The MPO Training Institute participated in the production of short dairy training videos that will be utilised for both training facilitation and on-line learning. The videos compliment dairy skills programmes as well as the modules of the dairy occupational qualification. The production of the videos is not financed by Milk SA, though the initiative forms part of interaction between parties to address the skills needs in the dairy sector.

07 Dec 2022. The MPO Training Institute held a strategic session to discuss and plan the way forward regarding training in the primary dairy industry.

The MPO Training Institute implemented AgriSeta commodity discretionary grants programs which included short non-credit bearing courses to dairy farm employees throughout 2022.

The MPO Training Institute used the MPO Milk Bulletin, MPO social media and the Dairy Mail to promote skills and knowledge development in the primary sector during 2022.

***No Non-achievements / underperformance has been reported***

## Income and expenditure statement

Income and expenditure statement	<a href="#">ANNUAL FINANCIAL REPORT. 2022.pdf</a>
Unnecessary spending during period	No

## Popular Report

[ANNUAL POPULAR REPORT 2022.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