



## ***Maintenance of existing Skills Development dispensation***

(PRJ-0310-2022)

### ***SAMPRO***

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

#### **Project goals**

**Goal 1 - Interactions in respect of acts, regulations, policies and procedures regarding knowledge and skills development in light of the needs of the dairy industry, with the authoritative bodies in the public sector**

#### ***Achievements***

A list of endeavours emanating from achievements and lack of achievements in the 2021 financial year was compiled and discussed via a virtual meeting launched from SAMPRO's offices in February 2022. The list was unanimously approved and submitted to both SAMPRO and Milk SA. This list was submitted in reworked format to the first Dairy Chamber meeting of FoodBev SETA. Following the reasonable momentum built up in the first quarter, the project and all members of the assembled 'Task Team' can only report frustration at the end of the second quarter. The Management document regarding the project's ENDEAVOURS submitted to the SETA and their undertaking to populate the columns requiring 'Primary Rapporteur' and 'Feedback Interval' was not populated. There is no doubt that the SETA has taken note of our drive and requirements, but seemingly a number of non-activities (believed to be the result of under-staffing at the SETA and the superiority approach by QCTO) has thus far led to 'nothing new' to report for the second quarter. In the third quarter a reasonable measure of regaining of the momentum referred to as built up in the first quarter was experienced. It was reported from the FoodBev SETA that the learnership funding policy has been finalised and the registration of qualifications as learnerships by QCTO had commenced. Near the end of the quarter, a well-attended (in-person and virtual)

#### ***Non-achievements / underperformance***

The endeavours formulated by the Project was, though received and accepted by the SETA, nit given the attention that the Project would have appreciated.

#### ***Reasons for non-achievements / underperformance***

SETA and QCTO inabilities and non-activities.

#### ***Planned remedies for non-achievements / underperformance***

Frequent reminders to the SETA regarding the importance of industry's endeavours, as these are integral to a functioning dispensation but currently not achieving progress.

meeting of the Advisory Sub-committee (SD) of Milk SA was held at the SAMPRO offices, in which a staff member of FBS (Mr Llewelin van Zyl) made a well-received presentation of recent developments as contained in our 'endeavours' and matters discussed above. This was viewed as very positive.

With regards to this Goal the fourth quarter again did not deliver the goods as expected after the regaining of momentum in the third quarter, especially as pertains to Skills Development Provider (SDP) accreditation. We did have an undertaking that some accreditation visits will be performed in the week of 23 January 2023. This was highly frustrating, especially after the special Secondary Industry Skills Development Advisory Sub-committee meeting held at the turn of the third and fourth quarters at SAMPRO's offices, in which we were led to believe things are happening and expediently.

*It was a year of start-stop-start-stop in respect of this goal, outside of the project's control.*

## **Goal 2 - Continuous evaluation so that, depending on factors like technology development, changing production and manufacturing procedures and requirements set by relevant bodies in the public sector, to determine whether amendment is necessary of, for example, the curriculum, learning materials, assessment tools and qualifications**

### ***Achievements***

An improving relationship has been established directly with QCTO and activities have been jointly launched between the project (embodied in the Project Manager personally) and QCTO. This is especially invaluable with respect to the accreditation process, which is being established firmly in that it was now known that two processes are involved: Skills Development Provider (SDP) and Learning and Assessment Centre (for workplace sites).

Two meetings were held to gain inputs from all 'Task Team' members on changes required (titles of modules and the construct of Part-qualifications within the registered Dairyman specialization qualifications) and one in which the QCTO official would join (and the first of two which are

### ***Non-achievements / underperformance***

Revision was completed, but the design of part-qualifications and the approval meeting attended by QCTO not.

### ***Reasons for non-achievements / underperformance***

QDF inability. However, the agenda is formulated and the work that has to be done clear and undoubted.

### ***Planned remedies for non-achievements / underperformance***

Awaiting finalization of the QDF work and QCTO sign-off, very much

compulsory to be attended by QCTO). The meeting with the QCTO official was called to an end early by the QCTO official, as it seemed that the QDF did not follow some procedure or submitted inadequate reports. This will only be repeated in August. The project does not control these meetings and only attend them to supply subject matter expertise on the qualification design and content. This is extremely frustrating.

Two more meetings were held to gain inputs from all 'Task Team' members on changes required (titles of modules and the construct of Part-qualifications within the registered Dairyman specialization qualifications. In the two work meetings between the QDF and Task Team, finalisation of titles, part-qualification designs and limited review of credits were done.

One meeting was held by the Qualification Development Facilitator which could only be attended by two Private Training Provider employees and two recently nominated Dairy Experts. At least an outcome was scheduled as meeting to confirm revision and part-qualification designs as composed by the Task Team, for February 2023, WITH QCTO to attend.

*The QDF appointed by the SETA conducted the meetings for the year in a very repetitive fashion, where the same topics and revisions and designs were covered, without discernible progress. This frustrated the Task Team members.*

out of the project's control (but with frequent enquiries and reminders).

### **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***

Work by and with the Qualification Development Facilitator on skills programmes for Dairyman, Milk Reception and Dairy Laboratory Analysis have not progressed appreciably since her wedding and disease spell in September 2021. This forms part of the list of endeavours compiled and approved as alluded to in (2) above. She made contact again to resume, only days after the first quarter ended and planning is underway for meetings. It can be concluded that a number of forward steps have been made since the start of 2022.

A question was posed to the Project Manager on why nothing was as yet communicated to industry on the available products from the dispensation and FoodBev SETA. In the view of the Project Manager it was stated that there would be no sense in communicating the lack of progress (which the Project deemed to be looming) to the potential end-users. Goals 1 and 2 impact heavily on the message in Goal 3 regarding the effectiveness and efficiency of the system and products to which the project allocates resources. The second

quarter has not delivered any useful results that can be communicated in good faith.

*An information document reflecting industry's endeavours and activities was compiled and presented to Milk SA for distribution in the third quarter. It must also be taken into account that the truly active workplace training providers (that perform more than 80% of the training recorded by the SETA), are members of our Task Team, Dairy Chamber at FBS and of the Milk SA sub-committee on Secondary Industry skills development and the main Advisory Committee on Skills Development. Those that are outside the 'inner circle' are involved by the services rendered by the Training Provider who is part of the Task Team. The avenues that currently exist cover most, if not all, of the active training workplace providers.*

*Following the above third quarter report in respect of this goal, nothing further has been achieved that could be reported on. There are topics which the project would dearly like to report on.*

5. *All in all and encompassing all three goals the project can report mediocre progress, but a definite noting of industry's endeavours regarding skills and knowledge development and the improvement drive on administrative processes to make the dispensation highly operational and user-friendly, as expressed by industry's endeavours.*

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

## Income and expenditure statement

Income and expenditure statement	<a href="#">4th qtr short fin SD sec ind.xlsx</a> <a href="#">SecIndTrain.pdf</a>
Unnecessary spending during period	No

## Popular Report

[POPULAR FORMAT ANNUAL REPORT FOR 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