



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

(PRJ-0310-2022)

### ***SAMPRO***

***Quarter 2 2022/2022*** (April 2022 till June 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***

First quarter:

A number of initiatives were launched with FoodBev SETA in 2021, some of which gained progress when a specific official took charge after the resignation and disengagement of some senior officials. It was, unfortunately, a temporary arrangement and when new incumbents were engaged, the arrangements were re-arranged, leading to some interruptions and replanning. Thus, a number of initiatives remained stagnant. The Project Manager conducted a 'stock-taking' of the status quo and identified endeavours for 2022 (and even onwards), which were thoroughly discussed by the members from industry serving on both the relevant Milk SA sub-committee and the Dairy Chamber of FoodBev SETA and approved. This will now be submitted in reworked format explaining industry requirements, milestones and required feedback, to the SETA. The first Chamber meeting is scheduled for May, in which it will be registered and discussed as the endeavours of industry on skills and knowledge development. Furthermore, with the engagement of new functionaries at the SETA and attending a workshop on the newly developed Chamber Management Framework compiled by the SETA, the members of the project team (actually prior to the SETA workshop) compiled and submitted preliminary comments of the framework (the only chamber of five chambers to do so), which is also on record for future discussion. Future report will elaborate on further development in both regards.

Second quarter:

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

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

Management summary for ENDEAVOURS has not been 'populated' by SETA as requested, and thus far no feedback has been received.

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

Non-activity by targeted SETA staff member.

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

Meeting has been scheduled with targeted staff member at the SETA, together with supervisor and one member of 'Task Team' (Ms Mareli Prinsloo) to address arrears.

second quarter. The people at the SETA has obviously conducted the tactic of 'ghosting' (meaning that they ignore e-mails and even cell phone messages when matters are communicated with them that remain in arrears). Eventually, when our 'friendly contact' could be traced, he explained that he could not supply acceptable answers to our enquiries, as it was dependent on permissions or approvals by someone at QCTO (who, in a certain sense, control certain activities of the SETA), and the previous official had left the employment of QCTO, whilst the incumbent is still establishing his stronghold there. 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 also 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.

**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***

First quarter:

A process of reviewing the Dairyman qualifications (10x) has been initiated in 2021, but the SETA appointed Qualification Development Facilitator (QDF) became dysfunctional for various reasons (including discord in QCTO, on processes), until just day prior to the end of the first quarter. Meetings with members of the project team has now been established and progress in this regard is expected within the second quarter. Some initiatives on the Milk Reception Operator qualification has also started, as second priority. So far, nothing regarding the Dairy Laboratory Analyst qualification has been initiated from the SETA, following two years and slightly longer ago workshops with industry experts to design the qualifications in co-operation with the QDF. Provisional learning materials has been developed prior to the end of 2019.

Second quarter:

Two meetings were held to gain inputs from all 'Task Team' members on changes required (titles of modules

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

Re-registration of Dairyman qualifications and part-qualifications are in arrears and together with outstanding accreditations to providers and workplaces, the whole system of grants are currently dysfunctional.

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

QDF inactivity (and there is a worry that she might leave the RSA in September as planned, with the work the SETA pays her for incomplete).

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

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 compulsory to be attended by QCTO). In the two work meetings between the QDF and Task Team, exactly the same work was done (as led by the QDF, and as if the QDF had not prepared for the second meeting by implementing decisions from the first meeting), but it was tolerated by the Team (even though we made it clear that we are just confirming previous decisions). 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.

## ***underperformance***

To be addressed in the scheduled August meeting with the SETA.

### **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***

First quarter:

An elaborate newsletter was compiled by the Project Manager in 2021, which was distributed via the Milk SA communique distribution system to all registered members of industry. The purpose is to promote the available learning opportunities and grants in the dispensation from FoodBev SETA. This was in a time of flux within the SETA as elaborated upon in Goal 1. Recently a revamp of SETA processes and engagement of new personnel (which is provisionally adjudicated by the project team members as 'promising' in respect of planning presented) indicates potential improvements in service delivery, processes and grant availability. QCTO has also been drawn into the fray and there seems to be direction. It is the view of the Project Manager that the next communique to industry at large should await developments expected in May, as pre-emptive 'promises' may prove non-achieved. The end of the second quarter should be the aim for a next communication in this regard.

Second quarter:

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

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

No communique prepared and despatched to potential end-users via Milk SA mailing system.

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

No positive system development results stemming from initiatives launched in first quarter from SETA.

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

To be addressed in the scheduled August meeting with the SETA.

good faith.

## Income and expenditure statement

Income and expenditure statement	<a href="#">2nd qtr short fin SD sec ind.pdf</a> <a href="#">FinTraining Jun'22.pdf</a>
Unnecessary spending during period	No

## Popular Report

[Populat format second quarter report 2022.pdf](#)

## Additional documentation

[Dairy Chamber Operational requirements from industry.pdf](#)

## 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