



Maintenance of existing Skills Development dispensation (PRJ-0376-2024) **SAMPRO**

Quarter 4 2024 (October 2024 till December 2024)

Project goals

Goal 1 - Interactions in respect of acts, regulations, policies and procedures of bodies in the public sector regarding knowledge and skills development in light of the needs of the dairy industry, with the authoritative bodies in the public sector, tertiary education institutions and representatives of other industries

Achievements

Brief report: The major developments in respect of this goal are with regards to the EISA (External Integrated Summative Assessment). Following the – in the view of the Project Manager – disastrous effort which was finally implemented by the SETA under auspices of the QCTO in March 2024, the following reports are made in this respect:

The SETA has undertaken to do a complete revision of the QAS Addendums which guide the development of assessment instruments.

In a conversation with the Senior Manager: Quality (FoodBev SETA), he stated that an agreement was reached with QCTO that a practical component should be incorporated with the assessment during the EISA. That is applauded.

The criterion however, is that the theory and practical should be tested on the same day. THIS MIGHT PROVE TO BE PROBLEMATIC.

It would not be problematic if the SETA appoints a single on-site external assessor and a single learner is to be assessed.

Should there be multiple learners to be assessed, then the practical becomes a challenge, even though our (the project) assessment model for the practical can be conducted in a limited time frame ('show and tell').

Then either multiple external assessors should be supplied by the SETA or multiple days would have to be approved, which

Non-achievements / underperformance

Follow-up meetings between the SETA, experts, the Project Manager and QCTO has not been scheduled in view of the intended EISA that is planned for March 2025. Unfortunately this is not under control of the project.

Reasons for non-achievements / underperformance

Though not stating the following as an accusation, the SETA has a tendency to delay such activities in an effort to place all involved under pressure to accept whatever is made available at short notice.

Planned remedies for non-achievements / underperformance

Urgent reminder of the SETA by the project of the necessity for proper assessment strategy and tools for the coming intended EISA and demand for scheduled meetings for finalization.

could have an impact on the SETA budget for the assessment and the availability of equipment for multiple assessments becomes unachievable.

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

Brief report: Three qualifications namely Dairyman (which implies the suite of 10 discreet Dairyman qualifications); Milk Reception Operator – which was only registered in January of 2024 and The Dairy Laboratory Analyst, are the relevant topics for reporting on.

- i. It was reported by FoodBev SETA that Dairyman's registration was extended by two (2) years. That will then afford time for a contents revision, whilst maintaining the qualification design and curriculum layout and assessment specifications as is. Apart from co-operation in implementing 'new' EISAs in 2025, this revision process would make up the brunt of the Project Manager's activities in 2025.
- ii. The Milk Reception Operator should have another two (2) years of registration and revision is not immediately required (and it should be further reported that a second training provider has indicated its interest in this, but the route of site accreditation first needs to be followed for this to be mobilised). This is the same report as for quarter 3.
- iii. It was reported that the Dairy Lab Analyst qualification was amended as recommended by SAQA and QCTO and agreed to by the Project Manager after discussion in the Advisory Subcommittee of Milk SA and subsequently re-submitted for registration. The outcome of that is awaited. Preliminary learning materials were developed by 2019 before retirement of the Project Manager, which could require finalization once the qualification is finally registered, as the layout specified in the Curriculum Document is not currently known to the project.

No Non-achievements / underperformance has been reported

Goal 3 - Guidance and promotion of skills and knowledge development in respect thereof to members of the dairy industry. It is of collective importance that guidance should be provided to the members of the dairy industry which is not influenced by commercial interest of any enterprise conducting training

Achievements

Brief report:

Two circulars will be planned before the end of quarter 1 in 2025 for scrutiny by the CEOs of Milk SA and SAMPRO, as well as the Chairman of the Dairy Chamber of FoodBev SETA.

A further development that requires mention is that the tenure of our industry's Board representative runs

out in March 2025, after serving 2 terms. Fortunately, the SETA Constitution does not limit the number of terms. Mr Hutton has agreed to serve a next term as our representative on the Board and the CEO of SAMPRO had submitted a written nomination for this position (Mr Hutton). What is troubling is that the SETA did not communicate this through the Project Manager and it is recommended that a counter-signed reminder (by both Milk SA and SAMPRO) should inform the SETA to ensure communication via the Project Manager (with no restriction on concurrently informing Milk SA, SAMPRO and the Chamber Chairman).

In addition to the singular Skills Development Provider (FMCG Training Solutions) that is active in the secondary dairy industry, two further accreditations were awarded by QCTO and which can also be utilized by industry. The first is

Optimum Learning, that has indicated its interest in providing training interventions for Milk Reception and the Fresh Dairy Products qualifications. The Project Manager ensured that Optimum understood the terms of usage of these learning materials and with the approval of the intending workplace provider (currently only singular and a SAMPRO member), provided the required learning materials to Optimum.

Secondly, Unique Dairies, which actually is more active in the frozen ice cream type products but also established an academy for – certainly amongst others – dairy training also in Fermented Products, were accredited and serve large processing enterprises in the northern parts of the RSA, which contribute appreciable numbers of learners in the dairy industry. This provider has been handled in the same way and learning materials made available to them. Their bona fides seem in order.

It needs to be mentioned that the process of accreditation deployed for these providers is unknown to the Project Manager. On enquiry with the SETA it was stated that they did not previously comprehend the process but that the first endeavour led by SAMPRO and Milk SA ‘taught’ them a good approach. QCTO is the final accrediting body and it would be difficult if not impossible to extract the process followed from them.

No Non-achievements / underperformance has been reported

Income and expenditure statement

Income and expenditure statement	4th qtr short fin SD sec ind 2024.pdf Training sec ind Dec24.pdf
Unnecessary spending during period	No

Popular Report

[4th qtr Popular format report .pdf](#)
[COMMENTS ON MINUTES OF THE DAIRY CHAMBER MEETING OF 31 OCTOBER 2024 by the Project Manager.pdf](#)
[MINUTES Dairy Manufacturing Chamber 31.10.2024 .pdf](#)

Additional documentation

No file has been uploaded

Statement

Levy funds were applied only for the purposes stated in the contract	Yes
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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