



Maintenance of existing Skills Development dispensation

(PRJ-0413-2025)

SAMPRO

Year 2025 (January 2025 till December 2025)

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

- a. The main interaction currently with the authorities revolves around two major issues, being firstly the External Integrated Summative Assessment (EISA) and secondly the seemingly established chamber specific statistics received late last year (2024) and which has relevance also to the third objective/goal of the project.
- b. The participating learners reported that there was an improvement in the quality of the EISA questions as compared to the previous year's versions. However, it was still low quality as expressed by at least one or more candidates who participated. The Project Manager had requested verbally and by email that the questionnaires be sent to him for evaluation with the aim of improving both the questions and answers, which now is supposed to be in the public domain and not a secret anymore. The SETA has undertaken to send these as soon as the grading was completed (end July). It did not happen in 2025, but with promises to attend to this early in 2026.
- c. Secondly the seemingly established chamber specific statistics received late last year, and which has relevance rather to the third objective/goal of the project, which have not resumed as results of staff shortages at the SETA and also a shortage of funds, as the SETA is already at the admin expenditure limit as allowed in the Act.
- d. With the intervention of the Dairy Chamber Chairperson, improved statistics on the usage and success of the dairy industry in utilizing the products of the SETA, have been generated and presented by the Dairy Chamber Chairman during meetings of the Milk SA Advisory Subcommittee (secondary industry). It was however mentioned that some further refinement was required but that, at the time for reason of staff turnover, manpower to address this at the SETA was limited.
- e. After much to-and-fro, a new Board for the SETA was appointed by the Minister (DHET) and late in the year also a new Chairman appointed. The next input from our sub-sector side would be the appointment of business representatives as members of the Dairy Chamber, a matter which has been delegated to the Board member, Mr Richard Hutton, who will guide the project as

to the process.

f. It seems that the grant release system did not stop functioning though.

No Non-achievements / underperformance has been reported

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

- a. A submission was prepared by the Project Manager that covers the extent of revision to recommend to a panel of experts (also the choice of people of the Project Manager to recruit, which is still in flux as these people will be requested to act as sounding board with their time for free).
- b. The design of the qualification is deemed as sound and no changes other than cosmetic would be required. Contents have to be added to reflect some new technologies that have been deployed and permission is to be sought for its incorporation to ensure that no proprietary information is used which is not approved by the involved enterprises. This exercise has been placed on hold for reason of the current mediated negotiations for the restructuring of the Milk SA strategy. Fortunately, the option exists for application for re-registration of the qualification in current form. This would not detract from training provision or assessment with the proviso that experienced internal assessors
- c. There is an Option to register all the Dairyman suite of qualifications in unaltered form as the reason for the revision is to add some content of newer technology without amending the design (for registration) of the qualifications. Any facilitator ('worth his/her salt') will be able to utilise the material as is and adjust tutoring and internal assessment accordingly in the absence of amendments
- d. The option should be considered to request the re-registration of the curriculum in current form and an active revision process ought to be placed (so to speak) on the back burner until such time as the dispensation is remodelled and continued with certainty.

Non-achievements / underperformance

Revision panel had not commenced for reason of the uncertainty of continuation of Milk SA

Reasons for non-achievements / underperformance

Uncertainty as stated above

Planned remedies for non-achievements / underperformance

Plans remain in place but moved forward after certainty on Milk SA continuation. For now the re-registration of the relevant qualifications in current format will be applied for, before the expiry date.

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

- a. Though the reported topics are dependent on events at the SETA and interactions between industry and the SETA, some (almost) standard topics are listed below.
- b. Sub-committee members were requested to consider this and add to it as the need arises.
 - i. Changes in grant policies and values
 - ii. Changes to the SD Act; SD Levies Act or the SETA Constitution
 - iii. New Dairy qualifications, part-qualification or skills programmes registered
 - iv. Industry-specific training and education statistics, but including generic programmes available
 - v. On all of the above (following a personal telephonic conversation with the Senior Quality Manager of FoodBev), no changes must be reported.
- c. Apart from some improved statistics and the very recent appointment of Board members, nothing of substance can be reported.
- d. In light of the report on Goal 1 (lack of most activities at the SETA), no new statistics could be obtained, some new learning interventions were reported on of which none was dairy specific, the board and chairperson appointments happened very late in the year and no information held any appreciable advantage for dissemination by way of a newsletter.
- e. It does seem that activities will be resumed at the SETA and as soon as a Dairy Chamber is established, information of value will be collected for a newsletter in the first semester of 2026.

Non-achievements / underperformance

No newsletter circulated in the second semester.

Reasons for non-achievements / underperformance

Standstill for all practical purposes of activities at the SETA for reason of very late appointment of Board and independent Chairperson, causing many activities to be non-funded and not approved for lack of funding

Planned remedies for non-achievements / underperformance

Nothing from the project could remedy the events that occurred. There will be a call for Chamber nominations early in 2026, which will be executed.

Income and expenditure statement

Income and expenditure statement	4th qtr short fin SD sec ind 2025.xlsx TrainingDec25.pdf
Unnecessary spending during period	No

Popular Report

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Popular report and 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