

Qualification Title: New Zealand Certificate in Agriculture (Milk Harvesting) (Level 3)

Qualification number: 2216

Date of review: 17 April 2018

Final decision on consistency of the qualification: National Consistency Confirmed

Threshold:

The threshold to determine sufficiency with the graduate profile was determined as evidence of:

Graduates, while under limited supervision and meeting environmental standards, will safely be able to:

- Milk animals while maintaining hygiene and animal welfare.
- Clean the milking plant and farm dairy to maintain optimum milk quality.
- Assist with the maintenance of the milking plant and equipment.
- Assist with the identification of milk quality problems and implement solutions.
- Assist with the management of dairy effluent.

Tertiary Education Organisations with sufficient evidence

Tertiary Education Organisation	Final rating
Primary Industry Training Organisation (Primary ITO)	Sufficient

Introduction

The purpose of this seventy-credit level 3 qualification is to provide the pastoral farming sector with individuals who have the skills and knowledge to harvest milk while maintaining milk quality and assisting with solving milk quality problems and assisting with dairy effluent management. The Primary ITO was the sole tertiary education organisation delivering and assessing this qualification. All 87 graduates were working on dairy farms when they were being trained and assessed. The Primary ITO is also the qualification developer.

Evidence

The TEO provided a range of evidence to demonstrate that their graduates met the graduate profile outcomes.

The criteria used to judge the evaluation question were:

- The nature, quality and integrity of the evidence presented by education organisation
- How well the organisation has analysed, interpreted and validated the evidence, and used the understanding gained to achieve actual or improved consistency
- The extent to which the education organisation can reasonably justify and validate claims and statements relating to the consistency of graduate outcomes, including in relation to other providers of programmes leading to the qualification

The following evidence was provided:

1. Programme related evidence

- A programme outline showing the learning outcomes, module content, the assessment standards and the assessment strategies matched against the qualification graduate profile outcomes.
- A completed evidence portfolio signed off by on-the-job verifier and the assessor. The final assessment involved a walk-through the milking shed with the assessor while having a documented professional conversation, informed by a completed portfolio. The portfolio mapped relevant evidence against the respective graduate profile outcome(s).
- A report from a Primary ITO moderation panel, made up of tertiary education organisation representatives and industry stakeholders, which reviewed a sample of assessed portfolios (12 of the 14 sampled portfolios had their judgements confirmed for the meeting on 22nd February 2018). An additional event was held on 5th March 2018 where all sampled portfolios had their judgements confirmed. (8 portfolios). The panel identified ways to strengthen the process in the future.
- Primary ITO moderation site visit reports of the two off-job training providers. The reports expressed confidence in the training and assessment of both providers.
- A sample of a moderated assessment conducted by an assessor.
- Verifier/assessor guides for the required learning modules.

2. Stakeholder feedback evidence

The Primary ITO gathered stakeholder feedback from a range of sources including:

- General feedback about the programme and the trainees from their tutors, Primary ITO field advisors and other industry stakeholder forums.
- An industry stakeholder survey confirmed that the graduate profile accurately describes what milk harvesting graduate needs to do in the workplace.
- Twenty-two (27%) of the 87 graduates participated in a graduate survey focused on the graduate profile outcomes. The survey provided reasonable evidence that the graduates match the graduate profile outcomes.
- Thirty-four employers participated in a phone interview and stated whether their employees demonstrated each of the five graduate profile outcomes. Generally, they agreed the graduates matched the graduate profile outcomes and there was some variation. This was good consistency review evidence.

3. Destinalional evidence

- All the graduates were working in a milk harvesting role when they were trained and assessed.
- Sixty per cent (13) of the graduate survey respondents stated they had had progressed onto 'different roles', though no details were provided. Sixty-two (71%) of the 87 graduates had enrolled on further industry related training; details were included. This was strong consistency review evidence.

How well does the evidence provided by the education organisation demonstrate that its graduates match the graduate outcomes at the appropriate threshold?

The Primary ITO collected a wide range of mostly good or very good evidence that has been outlined above. The programme-related evidence was particularly strong. The graduates collected evidence of applying their skills and knowledge on an operating dairy farm. The portfolio template ensured all outcomes were covered. The verifiers and assessors provided further independent assurance of the graduate's capability. The robust moderation processes of the assessment portfolio and of the off-job training providers along with the strong moderation results, give the reviewer a high level of confidence in the training and assessment being conducted. The key stakeholder feedback supported the programme-related evidence. The feedback was generally related to the graduate profile outcomes and mostly expressed confidence that the graduates demonstrated the graduate profile outcomes. All graduates were working on dairy farms during the training and assessment. There was some evidence of graduates progressing into more responsible roles and detailed evidence that more over 70 percent of them had progressed onto further industry-related training. The Primary ITO produced an overarching report that analysed and triangulated the evidence collected. The report provided a convincing case that its graduates match the graduate profile outcomes at the appropriate threshold. The organisation has identified processes that need to be strengthened, in the report and through its active participation in the consistency review process. None of the gaps were serious and the actions proposed will address these gaps.

Examples of good practice

The programme-related evidence was exemplary. The students gathering an evidence portfolio based on their application of newly acquired knowledge and skills in their workplace activity was very strong real-world evidence. The final assessment was a structured and documented professional conversation between the student and assessor (informed by the evidence portfolio submitted) while walking through a milking shed. This is particularly appropriate assessment approach, given over forty percent of the trainees do not speak English as a first language. The capable moderation panel robustly reviewed these assessments and confirmed nearly all the assessment judgements of this first cohort of graduates.

Recommendations to Qualification Developer

There were no formal recommendations to the qualification developer. However, the threshold statement reflected the views of the participating tertiary education organisation on the attributes a milk harvesting graduate would be expected to demonstrate in the current dairy industry environment.