



NATIONAL CENTRE FOR  
DAIRY EDUCATION  
- AUSTRALIA -



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# What is the NCDEA?

- The national entity created to manage the dairy career pathway for both the dairyfarming and processing sectors of the Australian dairy industry
- A joint initiative of Dairy Australia and Goulburn Ovens Institute of TAFE
- Launched in January, 2006



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# Industry's Vision

*“To develop the best dairy people in the world”*

The dairy industry's own  
provider of education and  
training



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# NCDEA Alliance Partners



Dairy  
Australia  
Your Levy at Work

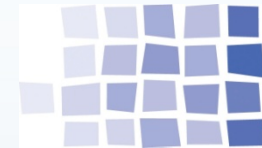


Goulburn Ovens  
Institute of TAFE



AACC  
Australian Agricultural  
College Corporation

Southern  
Queensland  
Institute of TAFE



TAFE<sup>NSW</sup>  
NORTH COAST  
INSTITUTE

EAST GIPPSLAND  
TAFE



the tasmanian skills institute  
skill connections for business

TAFE<sup>NSW</sup>  
ILLAWARRA INSTITUTE



tafeSA



Great Southern TAFE  
*sustained excellence*

TAFE<sup>NSW</sup>  
RIVERINA INSTITUTE



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## Other partners

1. Dairy Australia
2. Murray Dairy
3. DPI
4. Consultants and vets
5. Schools
6. Farmer groups



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# NCDEA – Dairy Farm Skills Framework

Farm skills for:

Business
People
Natural Resources Management
Feedbase
Animals
Other

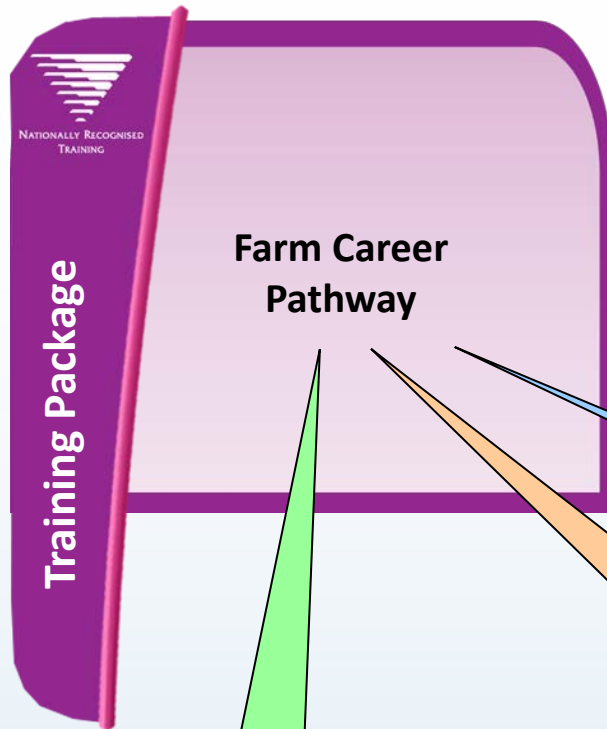
Collect and Record Production Data	Operate Gravity Fed Irrigation Systems OR Operate Pressurised Irrigation Systems	Manage Finances	Plan and Manage Infrastructure Requirements	Manage the Production System
Work Effectively in the Industry	Operate a Dairy Recycling System	Supervise work routines and staff performance	Develop and Review a Business Plan'	
Participate in Workplace Communication	Implement a Plant Nutrition Program	Promote Plant Health	Plan Production for the Whole Land/Farm Based Business	Design and Manage the Enterprise Quality Management System
Observe and Report on Weather	Implement Feeding Plans for Livestock	Develop livestock feeding plans	Manage Staff	
Maintain Livestock Water Supply	Establish Pastures and Crops for Livestock Production	Develop a Soil Health and Plant Nutrition Program	Develop a Whole Farm Plan	Analyse Business Performance
Observe Environmental Work Practices	Carry out Birthing Duties	Manage Pastures for Livestock Production	Manage Water Systems	
Determine Basic Properties of Soils/Growing Media	Implement Animal Health Control Programs	Supervise Animal Health Programs	Manage Integrated Crop and Pasture Production	Manage Estate Planning
Provide Feed for Livestock	Rear Newborn and Young Livestock	Manage the Implementation of Milking Shed Routines	Develop Production Plans for Livestock	
Care for Health and Welfare of Livestock	Coordinate Milking Operations	Implement and Monitor the Enterprise OHS Program	Develop Livestock Health and Welfare Strategies	Manage Human Resources
Handle Livestock Using Basic Techniques	Artificially Inseminate Livestock	Implement and Monitor Quality Assurance Procedures	Develop and Implement A Breeding Strategy	
Milk Livestock	Carry out Workplace OHS Procedures		Manage Livestock Production	Lead and Manage Community or Industry Organisations
Operate Ride-on Vehicles	Plan and Construct Electric Fencing			
Provide Basic First Aid	Transport, Handle and Store Chemicals			
Apply Chemicals Under Supervision	Prepare and Apply Chemicals			
Follow OHS Procedures	Respond to Emergencies			
Operate Tractors	Operate Specialised Machinery and Equipment			
Install, Maintain and Repair Fencing				
<b>Assistant Farmhand</b>	<b>Farmhand</b>	<b>Senior Farm Hand</b>	<b>Farm Production Manager</b>	<b>Farm Business Manager</b>





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# Dairy industry endorsed structure for programs and courses



**Farm Career  
Pathway**

**A Better  
Job**

**Better  
Business  
Outcomes**

**Career  
Pathway**

<b>Dairy Industry Role</b>	<b>Qualification</b>
Business Manager	Advanced Diploma of Agriculture
Production Manager	Diploma of Agriculture
Farm Supervisor	Certificate IV in Agriculture
Farmhand	Certificate III in Agriculture
Assistant Farmhand	Certificate II in Agriculture



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## What is training?

1. Learning groups
2. On farm workshops
3. Practical training
4. Small and large group training at our campuses, halls, community centres etc
5. Blended delivery and online
6. Self paced

At your own pace, and at a best times possible – choose an existing program or get a group together for training in your area



# Who are the NCDEA learners and what do they do

1. Experienced farmers – most of our training is in this area – farm production and business managers:
  - Cups On Cups Off
  - Feeding Pastures for Profits
  - Dairy Business Networks
  - Taking Stock Taking Action
  - PeopleGPS
  - Full or part time Diploma and Advanced Diploma
  - Financial training

# Who are the NCDEA learners and what do they do

Experienced farmers – most of our training is in this area:

## Skills Recognition

- Identification of the skills & knowledge possessed by the individual compared to industry standard
- **Formal acknowledgement** of those skills:
  - In a Statement of Results and
  - if sufficient skills evidenced, then a full qualification from the dairy industry career pathway
- Identification of skills gaps



# Who are the NCDEA learners and what do they do

2. Certificate II, III and IV Trainees – between 10% and 20% of the training
- Assistant farm hand
  - Farm hand
  - Senior farm hand
  - Training covers
    - basic skills (working together, OH & S, cattle handling, use of machinery and equipment under supervision)
    - through to more advanced day to day farm operations
    - to greater independence and some management duties

# Who are the NCDEA learners and what do they do

3. Skills training – a range of day to day skills needed to run a farm safely and efficiently

- Quad bike and tractors with front end loaders
- OH & S
- Fencing
- Chemical use
- Chainsaw use
- Artificial Insemination



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# Who are the NCDEA learners and what do they do

## 4. Service providers

- Diploma of Human Resources
- DairyGains – Effluent Design
- Semen and Embryo Handling
- Certificate IV in Training and Assessment

## 5. Leadership and Governance

- LeadIn – basic leadership training
- Developing Dairy Leaders

## 6. Schools

## Training in the 'ANIMALS' area

- Develop Livestock Health and Welfare Strategies
  - Designing, implementing and evaluating management plans
    - For calves, heifers, transition cows, early mid late lactation and dry cows
  - Understanding impacts livestock management has on the farm system
  - Disease management and welfare issues

## Planned training in the 'ANIMALS' area

- Currently looking at new programs for 2013
- Prohand
- Animal Health
  - Record keeping
  - How much to spend on drugs
  - Getting the best from your cows





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# Training Options

- NCDEA Annual Course Guide
- NCDEA regional short course guide
- [www.ncdea.edu.au](http://www.ncdea.edu.au)
- 1300 0 NCDEA



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