What is the NCDEA?

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

“To develop the best dairy people in the world”

The dairy industry’s own provider of education and training
NCDEA Alliance Partners
Other partners

1. Dairy Australia
2. Murray Dairy
3. DPI
4. Consultants and vets
5. Schools
6. Farmer groups
## NCDEA – Dairy Farm Skills Framework

### Farm skills for:

<table>
<thead>
<tr>
<th>Business</th>
<th>People</th>
<th>Natural Resources Management</th>
<th>Feedbase</th>
<th>Animals</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collect and Record Production Data</td>
<td>Work Effectively in the Industry</td>
<td>Participate in Workplace Communication</td>
<td>Observe and Report on Weather</td>
<td>Maintain Livestock Water Supply</td>
<td>Observe Environmental Work Practices</td>
</tr>
<tr>
<td>Operate Ride-on Vehicles</td>
<td>Operate Gravity Fed Irrigation Systems OR Operate Pressurised Irrigation Systems</td>
<td>Operate a Dairy Recycling System</td>
<td>Operate Tractors</td>
<td>Operate Specialised Machinery and Equipment</td>
<td>Operate a Plant Nutrition Program</td>
</tr>
<tr>
<td>Operate Electric Fencing</td>
<td>Implement a Plant Nutrition Program</td>
<td>Implement Feeding Plans for Livestock</td>
<td>Establish Pastures and Crops for Livestock Production</td>
<td>Operate Ride-on Vehicles</td>
<td>Carry out Birthing Duties</td>
</tr>
<tr>
<td>Operate a Whole Farm Plan</td>
<td>Manage Feeding Plans for Livestock</td>
<td>Operate Specialised Machinery and Equipment</td>
<td>Plan and Construct Electric Fencing</td>
<td>Operate a Whole Farm Plan</td>
<td>Coordinate Milking Operations</td>
</tr>
<tr>
<td>Assist Farmhand</td>
<td>Manage Animal Health Control Programs</td>
<td>Artificially Inseminate Livestock</td>
<td>Operate Workplace OHS Procedures</td>
<td>Manage the Implementation of Milking Shed Routines</td>
<td>Carry out Work OHS Procedures</td>
</tr>
<tr>
<td>Farmhand</td>
<td>Develop Livestock Feeding Plans</td>
<td>Develop a Soil Health and Plant Nutrition Program</td>
<td>Manage the Implementation of Milking Shed Routines</td>
<td>Develop and Implement Breeding Strategy</td>
<td>Transport, Handle and Store Chemicals</td>
</tr>
<tr>
<td>Senior Farm Hand</td>
<td>Plan and Implement Animal Health Programs</td>
<td>Supervise Animal Health Programs</td>
<td>Plan and Monitor the Enterprise OHS Program</td>
<td>Manage Livestock Production</td>
<td>Prepare and Apply Chemicals</td>
</tr>
<tr>
<td>Farm Production Manager</td>
<td>Manage Pastures for Livestock Production</td>
<td>Supervise Animal Health Programs</td>
<td>Implement and Monitor the Enterprise OHS Program</td>
<td>Manage Livestock Production</td>
<td>Respond to Emergencies</td>
</tr>
<tr>
<td>Farm Business Manager</td>
<td>Operate a Whole Farm Plan</td>
<td>Manage Pastures for Livestock Production</td>
<td>Implement and Monitor the Enterprise OHS Program</td>
<td>Manage Livestock Production</td>
<td>Operate Specialised Machinery and Equipment</td>
</tr>
</tbody>
</table>
Dairy industry endorsed structure for programs and courses

<table>
<thead>
<tr>
<th>Dairy Industry Role</th>
<th>Qualification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Manager</td>
<td>Advanced Diploma of Agriculture</td>
</tr>
<tr>
<td>Production Manager</td>
<td>Diploma of Agriculture</td>
</tr>
<tr>
<td>Farm Supervisor</td>
<td>Certificate IV in Agriculture</td>
</tr>
<tr>
<td>Farmhand</td>
<td>Certificate III in Agriculture</td>
</tr>
<tr>
<td>Assistant Farmhand</td>
<td>Certificate II in Agriculture</td>
</tr>
</tbody>
</table>

Farm Career Pathway

Training Package

A Better Job

Better Business Outcomes

Career Pathway

A Better Job
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
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
Training Options

• NCDEA Annual Course Guide

• NCDEA regional short course guide

• www.ncdea.edu.au

• 1300 0 NCDEA