



Stepping Stones

Career pathways for new and current employees
in the Gippsland Dairy Industry

Stepping Stones

Australia's dairy farmers are highly-skilled professionals who are proud and passionate about their industry.

The Australian dairy industry offers a large variety of fulfilling careers and training opportunities that can progress throughout a dairy career.

Stepping Stones provides information on the different types of careers on a dairy farm and explores the different pathways available for people who are either looking to start a career on a dairy farm, or for experienced people who want to progress their dairy career further.

However the important thing about planning a career is that you need to choose the right pathway for you.

Stepping Stones has dairy farmer case studies, advice on dairy careers and progression, and also has some great career tips from farmers.

It covers farm trainees, operators, managers and share farmers – whether you want work on a dairy farm or own your own property, Stepping Stones can help you find the pathway to achieve your career goal.

You can read about farmers such as Will Colbert, a share farmer who enjoys the responsibility of running the business, seeing it grow and progress. While a senior farm hand, Will developed his business knowledge, purchased twenty two Jersey heifers and started to explore share farming options. He currently manages a farm in a 50% share farming arrangement, milking 150 cows on 100 hectares and aims to increase the herd size each year.

Or you can learn about Kellie Price, a farm manager who started her dairy career while still at school. Kellie completed her apprenticeship, worked as a farm hand, gained valuable off-farm industry experience and is now farm manager on a farm which milks 460 cows on 180 hectares.

Stepping Stones can be downloaded from
www.thepeopleindairy.org.au/steppingstones

Why Dairy?

Dairy is important

For almost 200 years, Australia's dairy farmers have been producing the dairy foods we enjoy every day. These high-quality products are consumed by millions of Australians and sold around the world.

The Australian dairy industry is a major employer and contributes billions of dollars to the Australian economy. The industry is a vital contributor to regional Australian communities – it creates jobs, provides food and supports the local economy.

About 1400 dairy farms in Gippsland produce around 2.1 billion litres of milk a year, which equates to 22% of Australia's milk production.

A career for life

The Australian dairy industry offers real opportunities for people who want to build a career rather than just have a job – dairy provides a career for life.

Australia's dairy farmers are skilled, innovative professionals who are passionate about their industry. They are committed to the health and wellbeing of their animals, land and communities, and are involved in all phases of the dairy industry whether it is on farm, or off.

The industry offers flexibility and work/life balance, and there is always something new to learn – building, computer operations, plumbing, nutrition, agronomy, machine operating, driving tractors, and looking after an animal's welfare – to just name a few!

New technology on dairy farms, such as automated (robotic) milking is providing the opportunity for a different way to manage dairy farms. Cows are milked automatically, and the farmer manages the process and the information generated through the system. Smaller scale dairy operations are an important focus for these automated operations.

Life on a dairy farm is much more than milking cows – it is a progressive and technologically advanced industry with world-leading practices.

You can get qualified

Dairy industry education and training is practical, and courses relate to what you do on the farm. You can continue to build on your qualifications as you work and there are opportunities to learn about specialist areas.

Industry training is provided through a combination of formal (accredited) and informal programs offered through Dairy Australia, tertiary and vocational education, and regional programs like GippsDairy.

Qualifications provide a pathway to reach your career goals and the qualifications you gain will be nationally recognised, which means you can take them anywhere in Australia.

Dairy Australia : 03 9694 3777

Gipps Dairy: 5624 3900

www.dairyaustralia.com.au/gippsdairy

www.dairyaustralia.com.au/contact-us

www.thepeopleindairy.org.au

Planning your pathway

Career progression and pathway planning is the key to reaching your career goals. You may be starting in the dairy industry, wanting to progress further or wishing to progress to more senior farm positions.

The model below gives an example overview of what your pathway planning should look like.

And remember, sometimes planning your pathway may seem daunting, so break it into pieces and focus on each goal ahead, one step at a time!

Step One: Where are you now?

Don't just think about your current knowledge or job – consider the skills you have; your interests, the way you behave at work, your general attitude to your job, your workplace and the dairy industry in general.

- Do you like to work outdoors?
- Do you like working with people, animals and/or machinery?
- What are your non-work based skills, hobbies or interests?
- What is your education level?
- Do you have any specific work-based skills?
- Have you completed industry training or courses?
- What type of work do you do, you have any previous experience or training?
- What is your life like outside of work?

Step Two: Where do you want to go?

Once you recognise your skills and interests, think about the career pathways that may suit you.

Remember, you might not want to move out of the job you already have, but you may want to learn how to do it better or plan for the future.

- Think about the type of work you really want to do, and why
- Consider the long term, not just your short term needs
- Consider fields of work that match who you are, your interests, and your current skill-set
- Are you looking for career advancement?
- Do you have, or need specialist skills or training to reach your goals?

Step Three: Plan your journey

A career pathway is all about focusing on the journey, not just the destination.

You can continue to progress, gain experience and skills right throughout your career, and having a clear pathway helps to achieve your goals.

- Have you planned long term goals?
- Consider study options, training and specialist courses that will help you achieve your goals
- What industry programs can you get involved with?
- Set realistic goals!

Step Four: Ask for advice

It's your career pathway – seek out information and speak to people who can offer tips and advice.

You can learn about the different jobs available on a dairy farm in this booklet – read the job profiles and the farmer case studies for some great progression tips.

- Talk to people in the industry for advice on how to reach your career goals*
- If you're at school, talk to career advisors and teachers
- Contact training organisations, read course guides and learn about industry programs
- Get involved in Dairy Australia and GippsDairy programs
- Learn about dairy industry scholarships

Contact for further information

www.dairyaustralia.com.au/gippsdairy

**GippsDairy has a network of mentors who may be able to help.*

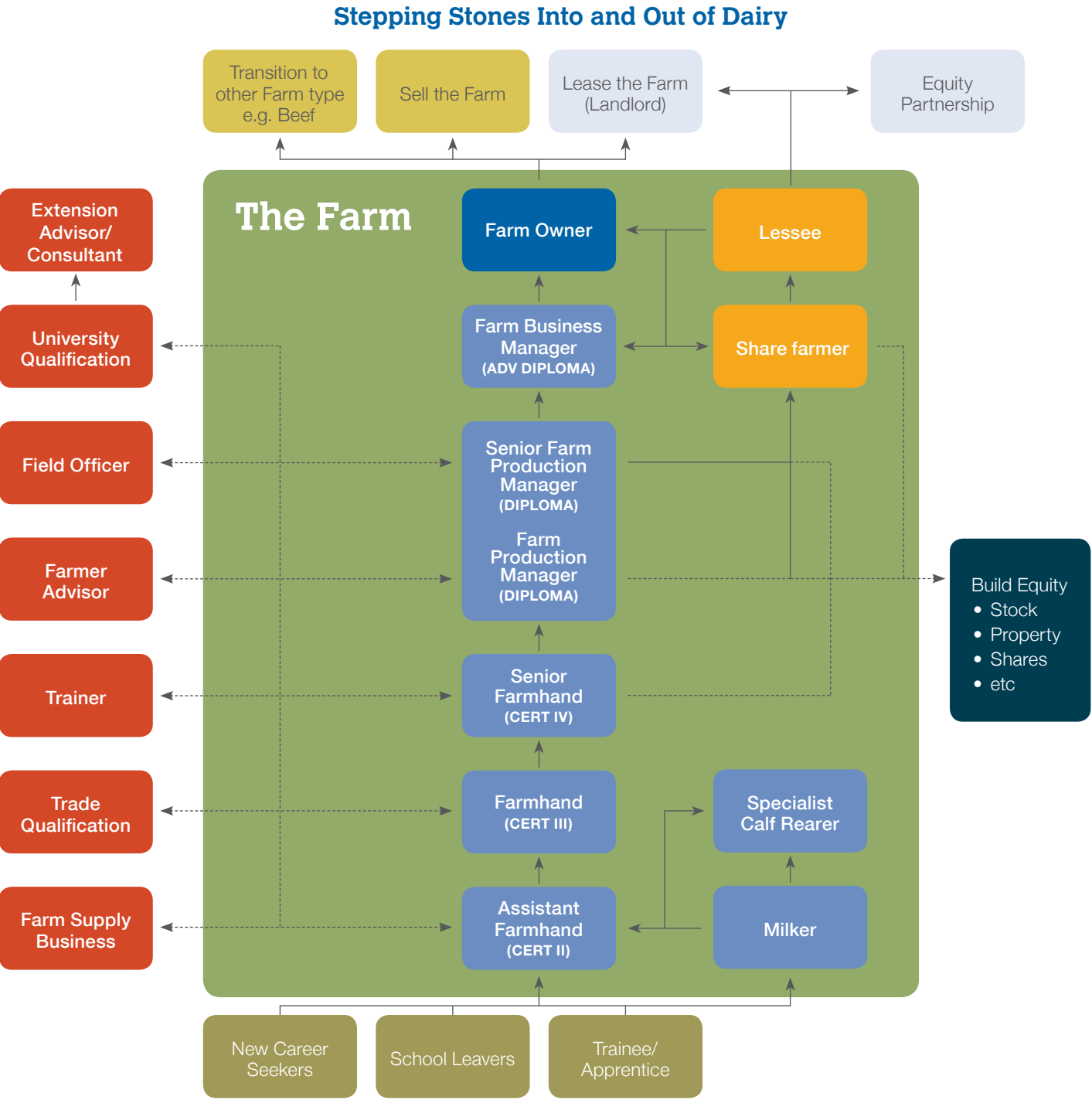


Dairy Pathways

Stepping Stones is all about showing you the many pathways that are available in the Australian dairy industry.

You may be thinking now about starting a career as a trainee on a dairy farm, however one day, you may have the potential to operate your own dairy farm. Or you could be currently working in the industry and are looking for opportunities to progress your position to a more senior role.

The model shows a number of pathways on how to enter and progress your career in the Australian dairy industry, including qualifications at each stage.





Jason McEwan

Relief Milker

Growing up in Yarram, Jason McEwan has always been surrounded by agriculture. With the town's main industry being dairy, Jason knew several families in the area who owned dairy farms and would occasionally help out by doing odd jobs.

It wasn't until he left school that Jason realised he wanted to work in the dairy industry as he liked working outdoors. So he moved to Leongatha to work as a farmhand on a dairy farm.

While working on the farm, an opportunity arose for Jason to move into surveying which he had studied at high school. Jason worked as a surveyor for several years, however in 2008, while doing some casual relief milking for extra income, he became inspired to re-enter the dairy industry as a milker.

Jason now works for several dairy farms as a milker and also helps out by doing extra jobs on-farm. His main employer is a dairy farm based in Fish Creek that milks 390 cows on 600 acres. The farm owners are respected in the area so when the opportunity arose to work on their property, Jason jumped at the chance.

Every day Jason arrives on farm at 5am to milk. He also fills-in for other workers and completes odd jobs on-farm. In the afternoon, Jason has a few hours free to contact other dairy farms in the area, checking if they are busy and offering to help out on their farms. He'll then return to the Fish Creek property to milk again in the evening.

Jason believes milking is the easy part of his job; there are many other elements to his role that require skill and intuition - traits that he has learnt through building his on-farm experience.

To be a successful milker, Jason believes a person must be reliable, responsible, and open to learning and new opportunities. He also has a good working relationship with the dairy farm owners and other farm employees.

He admits there are some challenges in his position. The biggest challenge being a milker is waking up early every day, however Jason appreciates that it is the nature of the job.

Jason believes it is important for young people to get out into the industry as dairy farmers are always willing to take-on and teach new employees. Jason believes that if employees are loyal to a farm, it offers them the chance to progress to more senior positions in future.

Jason has now been milking for several years and he is happy in his position. He has been married to Narelle, who works off-farm, for fourteen-years and they have two children.

Jason also finds time to be an active member of GippsDairy's Young Dairy Development Program (YDDP), where he can meet with other young farmers in the area.

Jason enjoys his job and wishes to keep working on-farm. He will maintain his dairy farm business contacts, and if the opportunity arises, he will expand his client-base in future.

Jason's advice to people who are thinking about becoming a milker is to get out and start talking to local farmers, explaining that you are keen and willing to learn.



Relief Milker or Milker							
The Role	Prerequisites	Skills Needed	Rewards	Regional Support Programs	Training Options	Resources Needed	Next Career Step
<p>Typical Day – rostered for early starts, time off during the day, then evening milking.</p> <p>Tasks include:</p> <ul style="list-style-type: none"> • Milk Harvesting — check, start and operate the dairy • Animal Husbandry — identify cows with mastitis, teat damage, lameness and other illnesses • Assist in the clean up of the milking shed 	<ul style="list-style-type: none"> • Like working with animals • Like working as part of a team • Like working outdoors • Like working with machinery • Happy to start early and to finish in the evening • Able to stand and work for extended periods during milk harvesting • Honesty and reliability, for example, turning up for work on time 	<ul style="list-style-type: none"> • Patience and care with the animals • Ability to take initiative and work independently • Being a team player • Taking pride in the work and workplace 	<ul style="list-style-type: none"> • This role can be a casual role or a part time contract • The minimum pay rate is \$19.49 per hour (from first pay period starting 1 July 2019 – noting these rates are reviewed annually) • Flexible hours which may suit your lifestyle 	<p>Every Dairy Region has:</p> <ul style="list-style-type: none"> • A Regional Development Program (RDP) which supports the dairy community • Young Dairy Networks – which run events for young dairy farmers • Community programs, footy and netball clubs etc. 	<p>For Relief Milker:</p> <ul style="list-style-type: none"> • Cert II in Agriculture • Cups on Cups Off 	<ul style="list-style-type: none"> • Drivers licence • Transport 	<p>Roles:</p> <ul style="list-style-type: none"> • Specialist Calf Rearer • Assistant Farmhand <p>When Will I Be Ready?:</p> <ul style="list-style-type: none"> • Up to 1 years experience for Calf Rearer role • Up to 1 month experience for Assistant farmhand

*Check the latest pay rates at www.thepeopleindairy.org.au

Lisa Dawes Calf Rearer

Thirty one year old mother of two Lisa Dawes is new to the dairy industry. Without an agriculture background, Lisa describes herself as a 'townie'. It was her love of animals and the outdoors that attracted her to calf rearing.

Growing up just outside of Cranbourne, Lisa started her career in the horse industry working with a trainer pre-training and re-educating horses.

In 2012 Lisa, her partner Luke and daughter rented a house on a beef cattle farm. Renting the property allowed Lisa and Luke to oversee the farm's operations. They monitored the livestock, and at times helped feed, draft, drench, and vaccinate the cows. They also purchased some beef cows of their own.

One day on farm, Lisa witnessed a heifer that did not take to her calf so she visited her next door neighbour, a local dairy farmer, for some milk.

This was the first time Lisa witnessed a large dairy operation and she was impressed, especially with their calf-rearing set up. They had around 300 calves in the shed and were using both automatic and basic calf feeders. Lisa was instantly drawn to the calves because they did not intimidate her as much as the larger cows on the rotary.

Lisa was inspired to become a calf rearer and started working seasonally on the farm. Shortly after this time, Lisa was managing the calf shed which she continued to do for two years.

Lisa believes the main qualities required to be a calf rearer are patience, a love of animals and working outdoors. She finds calf rearing a rewarding role because it is hands on. Lisa is able to witness the calves grow and wean and she can be involved in their healthcare.

Lisa wanted to learn more about the industry so she commenced a Certificate IV in Agriculture in late 2012, to build her on-farm skills and industry knowledge.

In 2013, Lisa and Luke purchased a property and moved to Loch. Through a trainer, Lisa was given a contact of a dairy farmer in Poowong who was looking for a calf rearer. Lisa started working on the farm calving seasonally, quickly picking up more work moving stock and looking after the health and welfare of the cows.

Lisa successfully applied for a Dairy Australia/Gardiner Foundation Scholarship and with the scholarship funds, completed an Artificial Insemination (AI) course which broadened her on-farm capability. As her skills increased so did her responsibility. Lisa now works all year round and has the role of managing the calf shed.

During each calving period, Lisa is responsible for colostrum intake, feeding of milk, grain, hay and ensuring the calf shed is clean. When calving finishes, she completes AI and fills in for other staff on farm. There is a lot of responsibility involved in calf rearing; Lisa not only has to be reliable throughout the year's seasons and elements, but she also has to make important decisions quickly, especially in the prevention and treatment of sick calves.

Lisa had some time off work in May 2014 to have her second baby. She believes that one of the best aspects of being a calf rearer is that the job offers flexibility in hours which is especially important with a young family. While being a Mum and working, Lisa is working towards completing a Diploma of Agriculture

Lisa has now been calf rearing for three years and continues to enjoy her role. She has recognised a future opportunity to start calf rearing on her own 130 acre property. Lisa's aim in the next couple of seasons is to rear approximately 100 calves, weaned and ready to sell to dairy farmers.

Lisa wants to get well known in her area as a calf rearer who dairy farmers can rely on. She would like to build her reputation in the industry for rearing good quality, big, strong, healthy calves.



Calf Rearer							
The Role	Prerequisites	Skills Needed	Rewards	Regional Support Programs	Training Options	Resources Needed	Next Career Step
Tasks include: <ul style="list-style-type: none"> Feeding calves Wellbeing of calves — monitoring their health, vaccination, treating animals Assist in the clean up of the calf rearing shed 	<ul style="list-style-type: none"> Up to 6 months experience in rearing calves Like working with young animals 'Self starter' – able to work unsupervised Like working outdoors Capable of handling calves Happy to start early and to finish in the evening Honesty and reliability, for example, turning up for work on time 	<ul style="list-style-type: none"> Patience and care with animals Ability to take initiative and work independently High level of organising skills Taking pride in the work and the calf rearing facility 	<ul style="list-style-type: none"> This role can be a casual role or a part time contract The minimum pay rate is \$19.49 per hour (from first pay period starting 1 July 2019 – noting these rates are reviewed annually) 	Every Dairy Region has: <ul style="list-style-type: none"> A Regional Development Program (RDP) which supports the dairy community Young Dairy Networks – which run events for young dairy farmers Community programs, footy and netball clubs etc. 	For Calf Rearing: <ul style="list-style-type: none"> Rearing Healthy Calves 	<ul style="list-style-type: none"> Drivers licence Transport 	<div> Roles: <ul style="list-style-type: none"> Assistant Farm Hand Farmhand </div> <div> When Will I Be Ready?: <ul style="list-style-type: none"> Up to 1 years experience for Farmhand role Up to 1 month experience for Assistant farmhand </div>

*Check the latest pay rates at www.thepeopleindairy.org.au

Peta Dorrity Assistant Farmhand

Peta Dorrity was five years old when her family rented a house on a property in Poowong East, South Gippsland. There were multiple houses on the large property as well as a dairy farm that was operated by friends of Peta's family.

Peta lived on the property for ten years and helped out where she could on the dairy farm, doing odd jobs.

When she was fifteen years old, Peta's family moved to Korumburra and she took up an opportunity to complete a school-based Apprenticeship at Leongatha. Peta was drawn to study Agriculture because she enjoyed helping out on the dairy farm growing up, has a love for animals and working outdoors.

As part of the apprenticeship, Peta was required to complete work on a farm. She called her family friends who still operate the dairy farm in Poowong and asked for a job - they were happy to employ her.

While at school, Peta completed one year of a Certificate II in Agriculture while working part-time on the dairy farm. After twelve months when she finished school, Peta asked if she could move to full-time hours, and the dairy farm owners agreed.

Since then, Peta has worked on the dairy farm full-time while completing the final year of her apprenticeship and Certificate II

Peta enjoys farm work because every day is very different. She is required to complete a range of tasks to ensure the farm is run smoothly - from milking cows, feeding calves and driving tractors, to fencing and moving cattle.

Peta likes that her job is varied and she believes the best aspects of her position are working with animals, being outdoors, driving tractors and working with machinery.

She also appreciates that working with livestock in a constantly changing environment can sometimes be challenging. Monitoring cow health is important and Peta's workload can be different day-to-day and seasonally - but these variations make the job interesting.

Peta still finds time to get involved in local dairy organisations. She is part of the South Gippsland Young Farmers Group, every month the group meets for social events and activities. She also attends GippsDairy's Young Dairy Development Program (YDDP) event and information nights.

Peta's future goal is to continue to widen her dairy industry knowledge. She is currently working towards completing a Certificate III of Agriculture to further broaden her on farm skills.

Peta aims to travel overseas and experience how dairy farms operate in New Zealand and America. She also wants to travel to different farms in Australia to learn and understand the scope of farming across the nation.

Peta's advice to people interested in a dairy industry career is to have a go! She recommends asking career teachers about the dairy industry and investigating the range of education opportunities that are available.



Assistant Farmhand

The Role	Prerequisites	Skills Needed	Rewards	Regional Support Programs	Training Options	Resources Needed	Next Career Step
<ul style="list-style-type: none"> • Milk Harvesting — collecting the cows from the paddock • Milk cows in the shed with a more experienced person • Animal Husbandry — identify and treat common animal health problems, identify, record and care for newborn calves • Feed Management and Delivery — load and feed • Feed out hay or silage using machinery • Implement cleaning and maintenance under supervision • Implement milking quality assurance procedures 	<ul style="list-style-type: none"> • Like working with animals • Like working as part of a team • Like working outdoors • Like working with machinery, and can operate equipment (eg. tractor) under supervision • Happy to work as part of the farm roster with weekend work included • Able to stand and work for extended periods during milk harvesting • Honesty and reliability, for example, turning up for work on time 	<ul style="list-style-type: none"> • Patience and care with the animals • Take responsibility for keeping yourself and others safe • Ability to take initiative and work independently • Being a team player • Taking pride in the work and workplace 	Around \$32,000 to \$45,000	<p>Every Dairy Region has:</p> <ul style="list-style-type: none"> • A Regional Development Program (RDP) which supports the dairy community • Young Dairy Networks – which run events for young dairy farmers • Community programs, footy and netball clubs etc. 	<p>For Assistant Farmhand:</p> <ul style="list-style-type: none"> • Cert II in Agriculture • Cups on Cups Off 	<ul style="list-style-type: none"> • Drivers licence • Transport 	<p>Roles:</p> <ul style="list-style-type: none"> • Specialist Calf Rearer • Senior Farmhand <p>When Will I Be Ready?:</p> <ul style="list-style-type: none"> • Up to 1 years experience for Calf Rearer role • Up to 2 years experience for Senior Farmhand • Completed Cert II in Agriculture

Helena Brown Farmhand

Nineteen year old Helena Brown has been a full-time Farmhand for 12 months.

When she was younger, Helena's parents spent some time share farming on a property in Loch. Helena would help out where she could, completing odd jobs.

While at school and with some dairy knowledge under her belt, Helena started casual milking for a local dairy farmer. After she finished year twelve, she continued to work casually on a couple of dairy farms in the area, mainly helping with milking, tractor work, silage and hay.

In 2014, Helena decided to pursue a dairy industry qualification, a Certificate III of Agriculture. She started working full-time as an apprentice Farmhand on a dairy farm in Korumburra, milking 480 cows on 425 acres.

As part of her Certificate studies, Helena completes one day of training a week while working full-time. She has also been involved in some discussion group days and has completed Feeding Pastures For Profit. Training has helped Helena to learn and understand the reasoning behind farm processes and procedures, which she feels adds extra perspective, skills and knowledge to her farm work.

Helena believes that no two days on a dairy farm are the same; there is something different to do daily, monthly and seasonally. As a Farmhand, Helena's day involves waking up early to milk and she completes a variety

of jobs including calf rearing and feeding, fixing fences, tractor work and topping and mowing for silage and hay.

Helena especially enjoys tractor work and calf rearing. Over the past twelve months, she's performed most of the farm's calf rearing herself, which also involves vaccinating and treating the calves and ensuring sick calves are cared for appropriately.

Helena works both in a team and solo so communication skills are especially important. She has to ensure everyone working on farm is aware of any situations or problems that may arise, or that need to be addressed.

Helena believes to be a Farmhand, you must have patience and perseverance, be strong willed and be willing to work outdoors and in all weather conditions.

Helena's short term goal is to complete her Certificate III in Agriculture. While her long term goal is to progress to a Farm Management position, with an aim to become a share farmer in future.



Farmhand

The Role	Prerequisites	Skills Needed	Rewards	Regional Support Programs	Training Options	Resources Needed	Next Career Step
<ul style="list-style-type: none"> • Milk Harvesting — check, start and operate the dairy unassisted. • Animal Husbandry — identify cows with mastitis, teat damage, lameness and other illnesses. Manage the program for cows due to calve, regularly observe and attend to animal health needs, assist in calving cows. • Carry out farm vaccination and drenching programs • Feed Management and Delivery — determine pasture availability and oversee its allocation • Operate and maintain feeding equipment • Implement farm pest and weed programs 	<ul style="list-style-type: none"> • Like working with animals • Like working as part of a team • Like working outdoors • Like working with machinery • Happy to work as part of the farm roster with weekend work included • Able to stand and work for extended periods during milk harvesting • Honesty and reliability, for example, turning up for work on time 	<ul style="list-style-type: none"> • Patience and care with the animals • Able to take responsibility for keeping yourself and others safe • Ability to take initiative and work independently • Being a team player • Taking pride in the work and workplace • Can work independantly and follow farm procedures 	Around \$33,000 to \$50,000	<p>Every Dairy Region has:</p> <ul style="list-style-type: none"> • A Regional Development Program (RDP) which supports the dairy community • Young Dairy Networks – which run events for young dairy farmers • Community programs, footy and netball clubs etc. 	<p>For Farmhand:</p> <ul style="list-style-type: none"> • Cert III in Agriculture 	<ul style="list-style-type: none"> • Drivers licence • Transport • Keep saving • Look at the option of raising stock <p>www.thepeopleindairy.org.au/stepping-stones/calfcosts.htm</p>	<p>Roles:</p> <ul style="list-style-type: none"> • Senior Farmhand <p>When Will I Be Ready?:</p> <ul style="list-style-type: none"> • Up to 2 years experience for Senior Farmhand • Completed Cert III in Agriculture

Gavin Grant Senior Farmhand

Growing up in Glen Alvie, just outside of Wonthaggi, Gavin Grant aims one day to own his own dairy farm.

Gavin's parents moved into dairy farming when he was six years old. His mum comes from a sheep farming background in New Zealand and his Dad grew up on a dairy farm in Gippsland.

As a teenager, Gavin attended school and would help out on his parent's dairy farm where he could, mainly doing paddock work and milking.

While a year ten student, Gavin completed a Certificate II in Agriculture. When he finished year eleven, Gavin went on to complete a Certificate III and IV

Gavin believes completing education helped him to increase his confidence on-farm and learn more about the industry. Through his study, Gavin also had the opportunity to make new connections; he met other people in the dairy industry who he could share information with and increase his learning.

While completing his studies, Gavin continued to build his on farm skills by working full-time on the family farm. At the age of twenty when he completed a Certificate IV in Agriculture, Gavin could take some of the farm workload from his parents.

Being a 100% family run farm, Gavin was happy with the extra responsibilities. His role progressed into a senior farmhand position and he stepped-up his on-farm managerial duties. Over three years the farm grew from 140 cows to a 250 herd size.

Gavin likes that he does not have a set routine; everyday is different. His role includes milking, rearing and feeding the calves, paddock work and fertilising, and making sure there is plenty of grass.

Gavin especially enjoys the challenge of trying to run the family business as efficiently as possible. His role

requires initiative and he is always trying to make the best decisions for the farm and the family business. When vets, agronomists or service personnel visit the farm, Gavin always asks lots of questions. He believes the more questions he asks, the more he learns.

Gavin believes it is important to keep 'fresh' by having some time away from the farm. For three years he has been involved in a local discussion group, Wonburras. Through the group Gavin, has continued to increase his knowledge by meeting other dairy farmers - he asks questions about how they operate their farm and he then takes the information back to trial on his family farm.

Gavin believes it is important to be involved in the local industry, to create opportunities to meet good farmers in the district and learn directly from them.

Since he was eighteen years old, Gavin has been slowly building his assets. Now twenty one, he owns 50 cows and some machinery. Gavin plans to continue to build his assets to progress to a 50% share or small lease farm, with an aim have his own farm in future.



Senior Farmhand

The Role	Prerequisites	Skills Needed	Rewards	Regional Support Programs	Training Options	Resources Needed	Next Career Step
<ul style="list-style-type: none"> • Milk Harvesting — organise and oversee staff involved in the dairy operation, oversee the milk quality assurance program and OH&S program • Animal Husbandry — administer drenches, vaccines, mineral supplements and other appropriate animal husbandry • Monitor the reproductive performance of the herd • Feed Management and Delivery — set up, operate and monitor concentrate feed equipment, determine the most appropriate time to graze fodder crops • Pasture Production and Cropping – determine paddock rotation for optimum pasture utilisation, follow weed management policy • Plant Equipment and Infrastructure Maintenance – oversee the maintenance program for farm vehicles, equipment and implements • Supervise the OH+S practices on farm 	<ul style="list-style-type: none"> • Like working with animals • Like working as part of a team • Like working outdoors • Like working with machinery • Happy to work as part of the farm roster with weekend work included • Able to stand and work for extended periods during milk harvesting • Honesty and reliability, for example, turning up for work on time • Be computer literate in regard to report writing and financial management 	<ul style="list-style-type: none"> • Patience and care with the animals • Ability to take initiative and work independently • Being a team player • Taking pride in the work and workplace • Be able to supervise staff and staff training • Communication skills and the ability to resolve conflicts 	<p>Around \$40,000 to \$50,000</p>	<p>Every Dairy Region has:</p> <ul style="list-style-type: none"> • A Regional Development Program (RDP) which supports the dairy community • Dairy Australia and industry leadership programs • Young Dairy Networks – which run events for young dairy farmers • Community programs, footy and netball clubs etc. 	<p>For Senior Farmhand/ Farm Supervisor:</p> <ul style="list-style-type: none"> • Cert IV in Agriculture • Cups on Cups Off 	<ul style="list-style-type: none"> • Drivers licence • Transport • Keep building your dairy assets • Keep building stock • Think about farm equipment purchases 	<p>Roles:</p> <ul style="list-style-type: none"> • Farm Production Manager <p>When Will I Be Ready?:</p> <ul style="list-style-type: none"> • Up to 3-5 years experience for Farm Production Manager • Completed Cert IV in Agriculture

Kellie Price Farm Production Manager

Kellie Price has been involved in the dairy industry for twelve years. She is currently a Farm Manager working with her brother Dean Turner, a share farmer in Yannathan.

In 2003 when she was a year ten student, Kellie elected to participate in her school's VCAL program. This allowed her to attend school three days a week, learn at TAFE one day a week and work one day a week.

With a love of animals and the outdoors, Kellie chose to work on a dairy farm. For her placement she shared work experience between the dairy farms of Ray and Gini Patullo in Lang Lang and Noel and Ann Campbell in Yannathan.

Kellie worked for the Patullos for two years and completed both a Certificate II and III in Agriculture. She then moved to the Campbell's dairy farm and continued her apprenticeship, and when she finished in 2006, she became a farmhand.

Kellie continued working for the Campbell's as a farmhand until 2010 when she decided it was time for a change. She successfully applied for a job as a Semen Representative for Genetics Australia, working throughout the region of South Gippsland. While working, she continued to relief milk on the Campbell's dairy farm.

In her role at Genetics Australia, Kellie was involved with bull selection, calf dehorning and Artificial Insemination (AI) for farmers. She enjoyed the work but started to realise that she had a strong passion for dairy farming and an urge to work again on farm.

In 2012, Kellie's brother Dean and his wife Rebecca became share farmers on the Campbell's farm. Kellie was keen to take the next step in her career so when Dean offered her the role of Farm Manager, she jumped at the chance.

Kellie once again returned to full-time work on the Campbell's farm and she thrived in the role and responsibilities. Milking 460 cows on 180 hectares,

she now works along side her brother Dean, and one part-time and two relief milkers.

No two days on farm are alike and there is always something different to do. Kellie treats the farm like it is her own, ensuring that it is always operating as efficiently and productively as possible. Kellie finds her career highly rewarding as it offers her a lifestyle that other jobs could not provide.

Kellie also acknowledges that dairy farming has its challenges. As a Farm Manager, her main challenge is ensuring the cows incalf, as it results directly on production and impacts cow health.

Kellie is now married to Anthony, a builder by trade and currently a fencing contractor. She believes that women are an asset to the dairy industry and most would be surprised of what they are capable of achieving on farm.

Working as a Farm Manager has offered Kellie many opportunities to become involved in the industry. She is part of a local discussion group of farmers who meet once a month. Kellie has learnt a lot from the meetings and believes that discussion groups are an important way for young farmers to not only meet new people, but also gain extra experience and knowledge.

Stepping up in the industry is something that Kellie is keen to keep working towards. She is currently Chairperson of the West Gippsland Young Dairy Development Program (YDDP), a group that encourages young people to meet and network with other farmers in the area.

With support from farm owner Noel and her brother Dean, Kellie is looking forward to more opportunities of industry leadership roles and networking. As for her dairy farming career, Kellie's future goal is to take her experience to the next level; her aim is to work towards share farming on a dairy farm in Gippsland with her husband Anthony.



Farm Production Manager

The Role	Prerequisites	Skills Needed	Rewards	Regional Support Programs	Training Options	Resources Needed	Next Career Step
<ul style="list-style-type: none"> • Milk Harvesting — Identify and correct problems in the machine function and operation • Animal Husbandry — select cows for AI and assist with bull selection, oversee the animal health program including the training and supervision of staff • Feed Management and Delivery — set the rotation and oversee the delivery to all livestock, oversee the sourcing and reticulation of water to livestock to meet their requirements • Pasture Production and Cropping – determine the soil fertiliser program using soil fertility and production data, determine nitrogen applications based on seasonal conditions • Plant Equipment and Infrastructure Maintenance – maintain and develop paddock infrastructure including fencing, water troughs, laneways and drainage, implement the dairy maintenance schedule including the replacement of rubberware, machine testing and maintenance • Administration – ensure the farm is compliant with workplace legislation, organise rosters and allocate tasks • Staff management recruitment – recruitment, selection, induction, etc 	<ul style="list-style-type: none"> • Able to demonstrate a detailed understanding of dairy farm systems, including people management • Minimum of a Certificate IV in Agriculture (or equivalent) • High level people management skills • Demonstrated ability to be able to analyse and plan approaches to technical problems or management requirements • Take responsibility for farm performance 	<ul style="list-style-type: none"> • Staff management and leadership • Communicate with farm workers and source goods & services external to the business • Business planning, manage farm cash flow and financial reporting • High level of responsibility and decision making • Negotiation skills & conflict management • Troubleshooting skills • Liaise and gather ideas outside the farm 	Around \$60,000 to \$75,000	<p>Every Dairy Region has:</p> <ul style="list-style-type: none"> • A Regional Development Program (RDP) which supports the dairy community • Dairy Australia and industry leadership programs • Young Dairy Networks – which run events for young dairy farmers • Community programs, footy and netball clubs etc. 	<p>For Farm Production Manager:</p> <ul style="list-style-type: none"> • Diploma of Agriculture • Cert IV in Agriculture 	<ul style="list-style-type: none"> • Drivers licence • Transport • Asset building to continue • Keep building stock and herd improvement 	<p>Roles:</p> <ul style="list-style-type: none"> • Farm Business Manager • Share Farmer • Farm Owner <p>When Will I Be Ready?:</p> <ul style="list-style-type: none"> • Up to 2 years experience for Business Manager role • Resources and up to 5 years experience for share farmer or ownership role • Completed Diploma of Agriculture

Stuart Seabrook Farm Business Manager

Coming from three generations of dairy farmers, Stuart Seabrook witnessed farming life first hand growing up.

When Stuart finished school, he decided to try dairy farming for himself. He enrolled in an Advanced Diploma of Agriculture and chose a dairy farm in Western Victoria for his work placement.

After completing the one year placement, the farm owner asked Stuart if he would like a full-time position. Stuart took up the opportunity and over two years, continued to increase his on farm skills until he took on an Assistant Manager position.

Stuart then saw a Farm Manager position advertised by a corporate farm in Gippsland and decided to apply. He was not offered the position but had an opportunity a year later to re-apply. Stuart got the role and at twenty five years old, started managing the 1000 cow dairy farm.

He found the new role a challenge and a step up in his career. Stuart was no longer only working on farm; he was now responsible for the business side of running a dairy farm, including managing staff.

Stuart married his wife Rachael-Lee, an Intensive Care Nurse. After five-years of managing the farm full-time, he decided to take a break for some family time.

Local dairy farm owners soon approached Stuart. They were looking to slowly step back from their roles and offered him a Farm Business Manager role in Drouin, milking 600 cows on 265 hectares. Stuart accepted and has been working in the position ever since.

Stuart is responsible for the whole farm business. He completes milking, heat detecting, Artificial Insemination (AI) and allocating pasture. He also works with machine technicians and dairy consultants, and manages the farm's business administration and staff - all while filling the gaps for what needs to be done on farm each day.

Stuart acknowledges his main challenges are efficiently growing grass to increase milk productivity, finding ways

to drive farm productivity and profitability and trying to get cows incalf. He believes there is always something that can be improved on-farm to increase efficiency.

For the long-term planning of the business, Stuart benchmarks the farm's finance and production performance indicators so he can track where the farm is heading. He also works with consultants to explore ways to improve farm efficiency.

Staff management is a large part of Stuart's role. He oversees casual and part-time staff, equivalent to four full-time positions, to ensure they complete tasks correctly. Stuart feels good employees should understand the overall goals of the business, have the right attitude and be willing to learn.

Stuart keeps a keen eye on courses to complete. A staff member is completing a Certificate III in Agriculture off-farm. With the dairy industry always moving forward, Stuart believes that staff should be appropriately and properly trained.

Stuart finds time to be involved in the industry through GippsDairy's Focus Farms, which gives him the opportunity to learn from other dairy farm operations. He finds the program rewarding and a chance to catch up with other people in the industry.

Having been in his current role for nine years, Stuart now lives on the Drouin property with his wife and three young children. He aims to remain working as Farm Business Manager and respects his good working relationship with the farm owners. As his position progresses, Stuart may work towards spending less time on-farm and more time dedicated to the administration side of the business.

Stuart's advice to people considering a career in dairy industry is: work to gain experience, learn from others, take up opportunities – and if someone gives you a chance to have a crack, go from there.



Farm Business Manager

The Role	Prerequisites	Skills Needed	Rewards	Regional Support Programs	Training Options	Resources Needed	Next Career Step
<ul style="list-style-type: none"> Establish goals and strategic direction for the farm business Milk Harvesting — Train others in correct milk harvesting techniques Animal Husbandry — organise the mating program and AI livestock, oversee the animal health program including the training and supervision of staff Feed Management and Delivery — manage stored feed inventory, understand dietary requirements based on production, cost and availability, balance rations Pasture Production and Cropping — determine the paddocks to lock up for fodder conservation and the most appropriate time to harvest, organise for purchase, delivery and application of fertilisers Plant Equipment and Infrastructure Maintenance — maintain and develop stock handling equipment, shedding and feeding areas Administration — manage accounts and tax requirements, set financial indicators and manage the farm budget, oversee the appointment of new employees, their induction, training, remuneration and performance appraisal, organise the communication system including staff meetings and whiteboards 	<ul style="list-style-type: none"> Able to demonstrate a detailed understanding of dairy farm systems, including people management Minimum of a Diploma of Agriculture (or equivalent) High level people management skills High level Business Management skills Demonstrated ability to be able to analyse and plan approaches to technical problems or management requirements Take responsibility for farm performance 	<ul style="list-style-type: none"> Able to establish goals and strategic direction for the farm business Staff management and leadership Communicate with farm workers and source goods & services external to the business Business planning, manage farm cash flow and financial reporting High level of responsibility and decision making Negotiation skills & conflict management 	Around \$90,000 to \$120,000	<p>Every Dairy Region has:</p> <ul style="list-style-type: none"> A Regional Development Program (RDP) which supports the dairy community Dairy Australia and industry leadership programs Young Dairy Networks – which run events for young dairy farmers Community programs, footy and netball clubs etc. 	<p>For Farm Production Manager:</p> <ul style="list-style-type: none"> Diploma of Agriculture Cert IV in Agriculture 	<ul style="list-style-type: none"> Drivers licence Transport Asset building and looking at other wealth creation opportunities (e.g. purchasing and leasing out a flat or house) 	<p>Roles:</p> <ul style="list-style-type: none"> Share Farmer Farm Owner <p>When Will I Be Ready?:</p> <ul style="list-style-type: none"> Resources and up to 5 years experience for share farmer or ownership role Completed Diploma of Agriculture

Will Colbert 50/50 Share Farmer, Ripplebrook

Will Colbert grew up on a dairy farm in Yarram. After leaving school, he became an apprentice butcher but soon missed working outdoors.

At twenty two years old, Will accepted a Farmhand role on a dairy farm in Kongwak. After eight months, he took on a Senior Farmhand role on another farm where he was responsible for the cell count, feeding, pasture management and health of a 700 cow herd.

As a Farmhand, Will taught himself how to work out income over feed costs; roughly equating how much income the cows were producing in a day, teaching him about farm costs and building his business acumen.

While a Senior Farmhand, he purchased twenty two Jersey heifers at a good price when the milk price was low. A friend milked the cows, and calved and reared the heifers. However, Will's investment into the heifers was not earning money and he decided to explore share farming.

Initially, Will looked at a farm in Northern Victoria that milked 400 cows. As part of the arrangement, he needed to own half the herd which he felt was too big of a first step into share farming so declined the offer.

Will saw an advertisement offering a share farming position in Ripplebrook. He met the farm owners and they both discussed their expectations. Will admits stepping up to share farming was initially daunting but felt it was a step he needed to take for his own career growth.

Since early 2014, Will has been managing the farm in a 50% share farming arrangement, milking 150 cows on 100 hectares. He performs all work on farm and since share farming, has invested in motorbike, a second-hand tractor and a Ute. His first goal is to prepare the property to bring it up to a high production standard.

Will believes for the partnership to work, it is important to have a good relationship, understand what the farm owner wants to achieve and for both parties to have the same goals.

IgikdShare farming allows Will to have his own cows, manage feed diets, grow summer crops, and grow grass to the best of his ability. He especially likes running the business and seeing it grow and progress.

Will participated in the 2013 New Zealand Dairy Study Tour with the UDV, which opened his mind to how different dairy farms operate. He has completed a Certificate IV in Agriculture, is a member of GippsDairy's Young Dairy Development Program (YDDP) and Fonterra's discussion group.

Will believes share farming is a good starting point to get into future farm ownership. He aims to increase herd numbers from 150 to 250 to maximise the production of the dairy farm. He plans to milk 200 cows next spring, increasing to 250 in the following spring and his ultimate aim is a herd of 300 cows.

Will's 8 tips for stepping up into share farming:

- Plan your goals: if you want to progress in the industry, you have to plan how to get there
- Discuss your career path with your employer: talk about your career and/or if you wish to step-up your position on-farm
- Learn business skills early: as a share farmer, you have to budget to ensure that you make money every day – learn how to be 'business-minded' early
- Be GST registered: claim GST back on purchases of cows, machinery, motorbikes, tractors and ear tags. Claiming GST is money back into your savings kitty
- Save money: only buy what you can afford, stay within your limits and find a good accountant
- Learn how to grow grass: it is the cheapest form of producing milk
- Be confident but also open to learn and take on advice
- Open communication is crucial: understand what the farm owner wants to achieve for the farm



Matt Wilson

Share farmer

Growing up in Lang Lang, Matt Wilson has always been surrounded by dairy farms. At eight years old, he visited a neighbour's dairy farm to help milk. Matt did odd jobs on dairy farms until he finished school and became a chef.

After several years of cheffing, Matt changed career and started helping out on a friend's dairy farm, staying as a farmhand for two years. Matt and his wife Caroline, a teacher, then decided to move to the UK. Initially Matt worked as a chef, before returning to farm work on a 350 cow organic dairy farm for two years.

They moved back to Australia, purchased a house in Phillip Island and had an opportunity to lease a dairy farm but could not get bank support. While at the Warragul Sale Yards, an agent told Matt about Jim Watson, a dairy farm owner looking for a share farmer.

Matt contacted Jim, he toured the farm and they discussed what they both wanted. Jim wanted a 50/50 share farmer. Matt had a tractor, motorbike and hay feeding equipment but did not have the backing. He and Caroline had equity in their house but this wasn't enough to secure a bank loan to buy cows. So Matt and Jim came up with their own unique arrangement.

With the dairy farm owned by the Watsons, Jim's bank manager devised a loan secured against the Watson's property, allowing Jim to borrow money to purchase 300 cows. Matt makes the loan repayments for the herd which he will eventually own.

Matt and Jim used a farm consultant to form a binding share farming agreement and a contract of sale for the cows, protecting both parties and making the agreement legal.

Matt has been a 50/50 share farmer on the Watsons' farm for over four years and has 300 cows, plus 200 replacements. He tries to do most jobs himself, employs a milker on weekdays and Jim still works on-farm.

Stepping up into share farming has increased Matt's responsibilities. He enjoys being his own boss and having his own cows. Matt admits there are challenges, like paying 100% costs on the cows but not getting a 100%

return and not receiving a weekly paycheck. Matt has learnt to manage his money and uses farm consultants to help develop budgets.

Budgets allow Matt to forecast, plan his spending and predict future expenditure. In a good season, he may buy more equipment while in a tough season, he tries to reduce farm costs. In the last few years, Matt has purchased machinery including a silage baler and wrapper.

Matt believes being opened minded, able to take on advice constructively, and honesty as forming the basis of a successful partnership. He has a good working relationship with Jim because their partnership involves open communication.

Now with two young sons, Matt still finds time to get involved in the local dairy industry through farmer discussion groups and completing a Feeding Pastures for Profit course.

On farm, Matt and Caroline's next step is to pay off the cows. Matt ensures the business is making money so this can happen as soon as possible. When the cows are paid off, they will reassess their situation to perhaps lease or purchase a farm in the future.

Matt's advice for stepping up into a share farming position:

- Own cows: start building a herd a few years before you want to start share farming. Even if it's building numbers of animals that you can sell to buy a herd, it offers a path into share farming
- Get into a position where share farming is possible: work on a farm where share farming could be a future progression, create opportunities for yourself and continue to work to reach your goals
- Share farming is taking the next step up: the farm is your responsibility 24/7 nobody else is responsible for it
- Spend time ensuring all your financials are viable on paper before approaching the bank



Justin and Sarah Boyle Lessee

Justin Boyle has worked his way up through the dairy industry by slowly progressing to larger herd farms and taking on more responsibility.

With fifteen years of dairy farming experience, Justin worked as a Farmhand and Herd Manager before stepping up to share farming with his wife Sarah (on the cover), who he met at high school.

The Boyles first step into share farming was on a 170-cow dairy farm at Pearsondale, near Sale. Sarah, who had previously been working off-farm in an office environment, first got involved in dairy farming on the Pearsondale property. As the farm's workload increased, Sarah progressively became more involved on-farm.

They did not employ staff as Sarah and Justin performed all work on-farm. The Boyles engaged a farm consultant to help plan and set their business on the right track.

After two years, the Boyles were then approached with an offer to share farm on a 500 cow dairy farm close to Maffra which they accepted. While working on the farm, they purchased half the herd and boosted numbers to 650 cows.

After four years of share farming experience, the Boyles then made the decision to step up into leasing a dairy farm at Nambrok. Through leasing, the Boyles can operate their dairy business by renting the dairy property and land.

They have now been on the dairy farm for a year and a half, milking approximately 300 cows on a grazing area of 80 hectares. They have an additional 80 acres of turnout

paddock for young stock that they have just purchased. The Boyles also manage another 170 cow dairy farm located near the Nambrok property. They are always willing to spend confidently on feeding the cows, whether it be the inputs to grow plenty of grass or purchasing supplements, as well as carefully controlling all the non-feed costs.

The Boyles appreciate that leasing a dairy farm has challenges; as Lessee, they have found it challenging to find the right employees who can help them to achieve their business goals. In addition to Justin and Sarah, one full-time employee and one relief milker are employed to work across both farms, and as well as engaging a farm consultant.

The Boyles enjoy leasing their own farm; they especially like being able to make their own decisions on the running of the farm and they enjoy having control of the business. The couple have three children: Jackson who is eight years old, Ella six years old and Pippa eight months old – so with a young family, they also appreciate the flexibility that leasing brings.

Justin and Sarah's goal is to continue to build their herd-size and with reasonable milk prices and weather, the forward budget shows they will have the resources to purchase the Nambrok farm in 2017.

As they do not come from farming backgrounds, they have found trying to purchase a farm challenging. The Boyles believe by engaging and surrounding themselves with supportive people, their goal seems a lot more achievable.



Share Farmer or Lessee

The Role	Prerequisites	Skills Needed	Rewards	Regional Support Programs	Training Options	Resources Needed	Next Career Step
<ul style="list-style-type: none"> • Milk Harvesting — Train others in correct milk harvesting techniques • Animal Husbandry — organise the mating program and AI livestock, oversee the animal health program including the training and supervision of staff • Feed Management and Delivery — manage stored feed inventory, understand dietary requirements based on production, cost and availability, balance rations • Pasture Production and Cropping — determine the paddocks to lock up for fodder conservation and the most appropriate time to harvest, organise for purchase, delivery and application of fertilisers • Plant Equipment and Infrastructure Maintenance — maintain and develop stock handling equipment, shedding and feeding areas • Administration — manage accounts and tax requirements, set financial indicators and manage the farm budget, oversee the appointment of new employees, their induction, training, remuneration and performance appraisal, organise the communication system including staff meetings and whiteboards 	<ul style="list-style-type: none"> • Able to demonstrate a detailed understanding of dairy farm systems, including people management • Minimum of a Diploma of Agriculture (or equivalent) • High level people management skills • High level Business Management skills • Demonstrated ability to be able to analyse and plan approaches to technical problems or management requirements • Take responsibility for farm performance 	<ul style="list-style-type: none"> • Able to establish goals and strategic direction for the farm business • Staff management and leadership • Communicate with farm workers and source goods & services external to the business • Business planning, manage farm cash flow and financial reporting • High level of responsibility and decision making • Negotiation skills & conflict management 	<ul style="list-style-type: none"> • Share farmers are regarded as 'Independent contractors'. They share the farm income 	<p>Every Dairy Region has:</p> <ul style="list-style-type: none"> • A Regional Development Program (RDP) which supports the dairy community • • Dairy Australia and industry leadership programs • Young Dairy Networks – which run events for young dairy farmers • Community programs, footy and netball clubs etc. 	<p>For Share Farming:</p> <ul style="list-style-type: none"> • Diploma of Agriculture 	<p>Share Farmer:</p> <ul style="list-style-type: none"> • 33% Share – All mobile farm machinery • 50% Share – All mobile farm machinery and all stock <p>Lessee:</p> <ul style="list-style-type: none"> • Lease property and own all mobile farm machinery and all stock 	<p>Roles:</p> <ul style="list-style-type: none"> • Lessee • Farm Owner <p>When Will I Be Ready?:</p> <ul style="list-style-type: none"> • Depends on the resources and equity you have built up

The Model Code of practice for share dairy farming with guidelines and tools for assessing share farming arrangements is available at www.thepeopleindairy.org.au/sharefarming
 Information about leasing is available at www.thepeopleindairy.org.au/planning-for-the-future/leasing

Grant Williams Farm Owner, Hallora

Growing up on his parent's dairy farm in Yannathan, Grant Williams was attracted to a career in dairy from a young age. After finishing school in year eleven, he completed a Certificate III in Dairy Farming Apprenticeship while working full-time on his parent's dairy farm.

After four years of full-time work, Grant entered into a share farming agreement with his parents and younger brother, his first experience dealing with the business side of a dairy operation.

As a young share farmer, Grant quickly realised increasing milk production and job productivity equals increased profits. His step up into share farming allowed him to build his business acumen. Grant knew he had to plan his pathway to be in a position where he could move into farm ownership.

While share farming, he purchased a 58 acre run-off block and a few calves that he increased to a 50 cow herd over a few years. After eight years of share farming, Grant sold the 58 acre property to fund a deposit for 333 acres of land in Hallora, south of Drouin. His parents were guarantors for the property's loan, allowing Grant and his wife Leesa financial backing to secure the loan.

At twenty nine years old, Grant, Leesa and their young children moved to the Hallora farm. The land they purchased was under developed, providing an opportunity to buy at a reasonable price and develop the farm. They also purchased a herd of cows to build their herd size.

Grant and Leesa have been managing the farm for eighteen years. Leesa initially worked off-farm at a bank and now works full-time on-farm. Over the years, Grant and Leesa have purchased neighbouring land, increasing the farm size to 670 acres and milking around 510 cows.

The farm operates as a family farming unit; Grant and Leesa work alongside their eldest son Ryan, who is completing a Certificate IV in Agriculture. Their youngest sons help out during their university and

school breaks and Grant employs part-time milkers throughout the year.

Grant likes being self-employed and appreciates the advantages of owning a property that is gaining capital. He recognises his role has challenges; the weather can have an impact on the business. As a farm owner, Grant ensures the financial security of the business to get through challenging times.

Grant also makes important and expensive farm decisions daily which can add pressure to his job. He enjoys researching before making these decisions - tapping into industry knowledge and research, giving him the confidence to try new things on-farm.

In 2012, Grant became a member of the Gipps Dairy Board and is an active member of discussion and focus farm groups. He enjoys being involved in discussion groups, meeting and learning from other farmers and experts in the region.

Grant believes in continually learning. He has completed many industry courses including business management, Target 10 and Feeding Pastures for Profit. Grant appreciated having this knowledge when initially setting up his farm; completing these courses gave him the confidence and belief he could do his job successfully.

To step up into farm ownership, Grant believes you must plan early, be flexible, and have financial backing and business management training. He considers farm ownership a long-term goal - a person must research their pathway early and complete training so they are ready to step up when the opportunity arises.

Grant loves being a dairy farm owner and enjoys managing the farm with Leesa. In future, he may start to slowly step back from farm work and consider share farming, depending on the situation.



Farm Owner

The Role	Prerequisites	Skills Needed	Rewards	Regional Support Programs	Training Options	Resources Needed	Next Career Step
<p>Tasks will include:</p> <ul style="list-style-type: none"> • Milk Harvesting — Train others in correct milk harvesting techniques • Animal Husbandry — organise the mating program and AI livestock, oversee the animal health program including the training and supervision of staff • Feed Management and Delivery — manage stored feed inventory, understand dietary requirements based on production, cost and availability, balance rations • Pasture Production and Cropping - determine the paddocks to lock up for fodder conservation and the most appropriate time to harvest, organise for purchase, delivery and application of fertilisers • Plant Equipment and Infrastructure Maintenance - maintain and develop stock handling equipment, shedding and feeding areas • Administration - manage accounts and tax requirements, set financial indicators and manage the farm budget, oversee the appointment of new employees, their induction, training, remuneration and performance appraisal, organise the communication system including staff meetings and whiteboards 	<ul style="list-style-type: none"> • Able to demonstrate a detailed understanding of dairy farm systems, including people management • Minimum of a Diploma of Agriculture (or equivalent) • High level people management skills • High level Business Management skills • Demonstrated ability to be able to analyse and plan approaches to technical problems or management requirements • Take responsibility for farm performance 	<ul style="list-style-type: none"> • Able to establish goals and strategic direction for the farm business • Staff management and leadership • Communicate with farm workers and source goods & services external to the business • Business planning, manage farm cash flow and financial reporting • High level of responsibility and decision making • Negotiation skills & conflict management 	<p>Depends on farm size and productivity</p>	<p>Every Dairy Region has:</p> <ul style="list-style-type: none"> • A Regional Development Program (RDP) which supports the dairy community • Dairy Australia and industry leadership programs • Young Dairy Networks -which run events for your young staff • Community programs, footy and netball clubs etc. 	<ul style="list-style-type: none"> • Diploma of Agriculture • Registered Training Organisations (RTO) 	<ul style="list-style-type: none"> • Your Farm • Milking Shed and all equipment needed to run the farm system • Livestock 	<p>Roles:</p> <ul style="list-style-type: none"> • Increase your involvement in Dairy Industry; e.g. RDP Board, Dairy Farmer organisation and other industry boards, Leadership programs.



Planning Your Dairy Career – Example

Career Vision:

Where do I want to get to with my Dairy Career?
50% Share Farmer

How long will it take me to get there?
10 Years

Where Am I Now?

What is your Current Role?
Assistant Farmhand

How long have you been doing the role?
1 year

What level of training have you achieved to date?
Certificate II including 'Cups On Cups Off'

When will you be ready for the next step in your Dairy Career?
(use the Stepping Stone tables as a guide)
I am ready to take the next step to the Farmhand level

Longer Term Planning – Resources and Money

If your plan includes Share Farming then you need to start building resources (e.g. equipment) and your bank balance.

Fill out the table to get an idea of the money involved in getting ready for share farming

The Stepping Stones program will provide a way to get financial and business management advice

Resource	Cost	When
Quad bike	\$10,000	Next year
Tractor	\$80,000	2 years
Other farm equipment	\$100,000	5 years
Cows. Eg. 350 cows and young stock	\$450,000	10 years

Short Term Planning

What is your Next Role?

Farm Hand

Senior Farm Hand

Farm Production Manager

Farm Business Manager

Share Farmer

What training and experience do you need?
I need to get to Cert III Ag

What level of finances and/or farm equipment do I need to acquire?
Aim to have \$2000 saved by the end of the year

Action	When
Discuss my advancement with the farm owner	Next week
Enrol in Cert III Ag	2 weeks
Start saving	Now

Longer Term Planning – Training and Experience

What AQF level do you need to achieve to enable your Career Vision

Cert III Ag

Cert IV Ag

Diploma Ag

Advanced Diploma Ag

AQF Quals

How many years will it take to get the AQF level you need?
6 Years

What contacts do you need to make to allow you to work in the various farm roles along the way to your career vision?
-VDN -RDP events

Action	When
Join the VDN	3 weeks
Look up the RDP website and find out the upcoming events	1 week
Sit down with my current boss and seek his/her advice on next steps	Next week



Planning Your Dairy Career

You can download this document at: www.thepeopleindairy.org.au/stepping-stones/overview.htm

Career Vision:

Where do I want to get to with my Dairy Career?

How long will it take me to get there?

Where Am I Now?

What is your Current Role?

How long have you been doing the role?

What level of training have you achieved to date?

When will you be ready for the next step in your Dairy Career?

(use the Stepping Stone tables as a guide)

Short Term Planning

What is your Next Role?

Farm Hand

Senior Farm Hand

Farm Production Manager

Farm Business Manager

Share Farmer

What training and experience do you need?

What level of finances and/or farm equipment do I need to acquire?

Action	When

Longer Term Planning – Resources and Money

If your plan includes Share Farming then you need to start building resources (e.g. equipment) and your bank balance.

Fill out the table to get an idea of the money involved in getting ready for share farming

The Stepping Stones program will provide a way to get financial and business management advice

Resource	Cost	When
Quad bike		
Tractor		
Other farm equipment		
Cows		

Longer Term Planning – Training and Experience

What AQF level do you need to achieve to enable your Career Vision

Cert III Ag

Cert IV Ag

Diploma Ag

Advanced Diploma Ag

AQF Quals

How many years will it take to get the AQF level you need?

What contacts do you need to make to allow you to work in the various farm roles along the way to your career vision?

Action	When

Dairy Australia Limited ABN 60 105 227 987
Level 3, HWT Tower
40 City Road, Southbank VIC 3006 Australia T
+ 61 3 9694 3777 F + 61 3 9694 3701
E enquiries@dairyaustralia.com.au
www.dairyaustralia.com.au

GippsDairy
T 03 5624 3900
www.dairyaustralia.com.au/gippsdairy

