



STEPPING STONES

**CAREER PATHWAYS FOR NEW AND CURRENT EMPLOYEES
IN THE SOUTH AUSTRALIAN 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 Justin Zweck, a senior farmhand who is passionate about the dairy industry. After completing a diesel mechanic trade, Justin returned to work alongside his parents, progressing from farmhand to senior farmhand. Cropping 700 hectares and milking 200 cows, Justin's next goal is to start running and expanding the dairy with an ultimate goal to take responsibility of the farm.

Or learn about Kaitlyn Harding, a farm production manager who became interested in dairy whilst studying in Canada. Kaitlyn travelled to SA, starting her dairy career as a trainee on a 2400 hectare farm in Meningie. Now as herd manager on the same farm, Kaitlyn enjoys opportunities to improve animal health and aims to work in genetics in the future.

Life on the farm means much more than milking cows – the dairy industry creates careers for life. Download Stepping Stones at 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 206 dairy farms

in South Australia produce around 0.48 billion litres of milk a year, which equates to 5.6 per cent 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 DairySA. 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.



I would encourage farm owners, current farm employees and anyone looking for a great career in dairy farming to read Stepping Stones and explore the resources and tools available at dairyaustralia.com.au and thepeopleindairy.org.au



David Nation Managing Director, Dairy Australia

* Australian Dairy Industry In Focus 2020 (Source: Dairy Australia)

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, 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 (with realistic timeframes!)

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 DairySA programs
- Learn about dairy industry scholarships

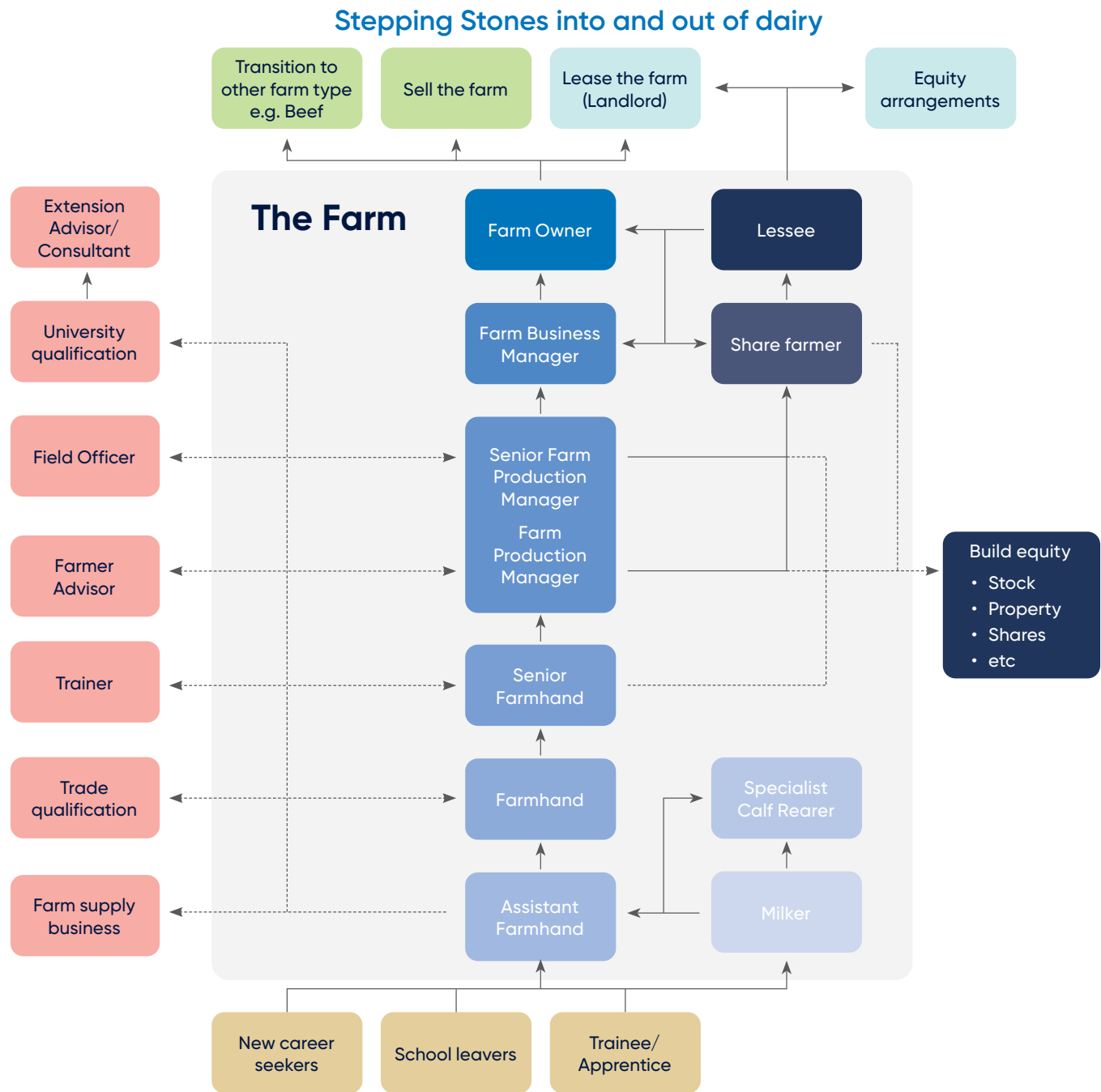
Contacts for further information

Dairy Australia
T 03 9694 3777
dairyaustralia.com.au
thepeopleindairy.org.au

DairySA
T 08 8766 0127
E info@dairysa.com.au
dairysa.com.au

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.





Shara Leady Relief Milker

Shara jokes with her parents that they should feel bad for not bringing her up on a farm, as she has developed such a passion for dairy farming, dairy cows and the dairy industry. Shara has always had a compassion for animals. She moved around a lot as a youngster as her father was in the navy.

Whilst at Glenormiston College, Shara formed relationships with agriculture students that allowed her to secure a job as a jillaroo on a nearby beef property the following year. After this opportunity, Shara returned to study doing a Diploma of Agricultural Business Management. Whilst studying she worked at the local saleyards herding and drafting cattle. This experience enabled Shara to secure a farmhand role on a local dairy farm, specifically managing the 'heifer' shed which suited her attention to herd health.

With opportunities knocking as a result of her hard work ethic and determination, Shara transitioned to a job with Rural Finance while maintaining her interest in dairy farming through milking weekends. After several years, Shara decided to leave her office job to pursue Relief Milking on a full time basis. She is currently doing 14 milkings a week due to seasonal demand.

Shara has a full week with regular dairy farms, allowing her to develop relationships and follow systems efficiently. She enjoys the variety of working within a team and solo when required. With a high demand for reliable relief milkers, Shara is turning farmers down for work. She has a waiting list for when milkings become available and undertakes day work on farms – feeding calves, tractor work and general duties.

Shara sees the benefits of relief milking to include;

- Flexible with hours worked
- Dictate the week or month ahead
- Variety to keep job interesting
- Day is free between milking
- Remuneration is varied but high
- Can be paid wages; casual rates or salary if regular

The important points to being and developing as a relief milker are;

- Developing trusting relationships with farm owners
- Be reliable
- Be organised
- Have good communication skills
- Always ask questions
- Love/passion for animals and their well being
- Intuition
- Observant

Shara knows there are plenty of opportunities in the dairy industry for her. At this stage of her life, Shara appreciates the flexibility of a relief milker role which allows her to grow her real-estate profile and up skill at every opportunity. She is the current Chair of the Colac Young Dairy Network, an invaluable stepping stone to developing her goal of being more involved with the extension roles in her region. Shara has recently been appointed on the Young Agribusiness Professionals (YAP) committee.



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 • Assist with collecting cows 	<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 payrate is \$19.84 per hour (from first pay period starting 1 July 2021 – as at time of printing, 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 thepeopleindairy.org.au/employment-rewards/pay-rates-2020

Karli Pyke Calf Rearer

Karli has always had an interest in the dairy industry after enjoying time at her Grandparents' dairy farm in the South West of Victoria. As part of her secondary schooling, she completed a Certificate II in Agriculture. As part of her commitments to this subject, Karli travelled one day a week to her grandparent's dairy farm an hour away. Karli found this to be extremely rewarding and is very proud of this achievement.

She completed Year 12 and wanted to have a gap year to investigate various opportunities that lay before her. With an advertisement for a calf rearer advertised locally, Karli applied knowing the part time hours and flexibility would fit in with her lifestyle.

After undertaking an interview, Karli was successful and her new employer was flexible with the calf feeding regime to fit in with her travel commitments to and from the workplace. Karli received specialist on-farm training for her role and relished the opportunity to implement a slightly new regime for the young stock.

Karli's priority is the calves during each calving period; the farm has a split calving system. During each period, she is responsible for the colostrum intake, feeding of milk, grain, hay and ensure the housing is clean and appropriate. As a result of her specialist training, Karli can identify calves that are slightly poorly and start a treatment program for the calf if required, which can include electrolytes, tubing or antibiotic treatment.

Karli has completed her first season as a Specialist Calf Rearer and through her initiative and interest in the various aspects of the dairy farm, has been offered further casual work which includes tractor work and milking on afternoon shifts. She relishes these opportunities and identifies that a supportive work environment makes work more enjoyable. Karli is always learning on the job. She likes that other staff not only help her complete tasks she is having difficulty with, they also teach her how to do things she feels gives her more confidence for the future.

With the outstanding facilities and on farm training available, Karli is aiming to increase her knowledge and ability to extend her calf rearing expertise beyond the weaning phase by learning processes, procedures and responsibilities once the calves are in the paddock.

Karli believes the dairy industry has changed during her experiences and sees a lot of opportunity for herself within the industry. She relishes her role as Calf Rearer and gets a lot of satisfaction with the calves growth and health. Her job allows for flexibility to pursue other activities which are important to her such as sport, speedway and spending time with her family.

Karli has long term and short term goals and knows she is on the right path to stay a part of the dairy industry. Her growing confidence and ability to work both independently and in a team ensures Karli continues to build her skills and capabilities for whatever path she chooses to take.



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 payrate is \$19.84 per hour (from first pay period starting 1 July 2021 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 	Roles: <ul style="list-style-type: none"> Specialist Farm Hand Farmhand 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

*Check the latest pay rates at thepeopleindairy.org.au/employment-rewards/pay-rates-2020

Ben Sparrow Assistant Farmhand, Mount Schank

Growing up in the Northern Territory, Ben Sparrow moved to Mount Gambier when he was ten years old. 'After school, I did a few odd jobs and helped my Dad out with some carpentry work but once I started working on a dairy, I really found my calling,' Ben said.

Ben was attracted to agriculture because it offered him the chance to work outdoors. At nineteen years old, and without a dairy farming background, Ben started working as an Assistant Farmhand on a dairy located at Mount Schank, just outside of Mount Gambier.

The large farm milks around 2000 cows over two dairies. Ben works in dairy #2, milking 950 cows with five other farmhands. He actively learns from others on the farm and when a new employee or work experience student commences, Ben teaches them about the dairy.

Ben enjoys being an Assistant Farmhand as every day is different. In his role, he is required to complete a range of tasks to ensure the dairy is run smoothly – from milking and feeding cows to assisting with herd health.

'I have been exposed to so many different tasks and responsibilities – I really have enjoyed it,' Ben said. 'I like assisting with the many day to day tasks on the farm including feeding and animal health. I also enjoy talking to new people when they start, showing them how to do things and helping them learn.'

He likes that his job is varied and believes the best aspects of his position are working with animals, being outdoors, 'I love that I get to be outdoors every day, I would hate to be stuck behind a desk!' Ben said.

Ben appreciates that working with livestock can sometimes be challenging; his role involves waking up early every day and he is required to monitor cow health and look after sick cows, a part of the role he finds very rewarding. 'I enjoy the responsibility – I am very passionate about making sure the cows stay happy and healthy,' he said.

To be a successful Assistant Farmhand, a person must have good communication skills, be trustworthy and reliable. Ben believes there are many opportunities to enter the industry and learn.

Ben has also had the opportunity to further his skills and build his dairy industry knowledge. In 2014, while working, Ben completed a Certificate II in Agriculture through the National Centre for Dairy Education (NCDE). On certain days, Ben completed the course off-farm and after classes would return to the dairy to milk.

'I really enjoyed the course and I met some great friends. What I have found most beneficial is the hands on experience I have gained on the farm,' Ben said.

Now twenty-one years old, and with two years of Assistant Farmhand experience under his belt, Ben's goal is to keep learning and developing himself. 'I feel very lucky that I have a job that I enjoy. It is also great to know that there are many opportunities to build on my skills and further develop my dairy career,' Ben said.



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	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 Assistant Farmhand: <ul style="list-style-type: none"> • Cert II in Agriculture • Cups on Cups Off 	<ul style="list-style-type: none"> • Drivers licence • Transport 	Roles: <ul style="list-style-type: none"> • Specialist Calf Rearer • Senior Farmhand
							When will I be ready?: <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

*Check the latest pay rates at thepeopleindairy.org.au/employment-rewards/pay-rates-2020

Greg Saddler Farmhand, Meningie

Greg Saddler has been a full time farmhand at Treeton Illawarras for four years.

Greg was introduced to agriculture at a young age through his parents who were dairy share farmers. When he was 10 years old, Greg's family moved to Meningie. 'In 2011, I started full time as a farmhand here at Treeton and realised I had a passion for the job,' Greg said.

Milking 400 cows on 320 hectares, Greg works alongside farm owners Geoff and Rosemarie Williams, their son Heath and two other employees. As a farmhand, Greg completes a wide variety tasks ranging from servicing machinery, welding, feeding and dehorning calves, tractor work, fencing, and general maintenance around the farm.

'My day varies by week, sometimes it will involve mixing the feed morning and night or I will do the afternoon milking along with heat detection and Artificial Insemination (AI) during mating,' Greg said. 'I am also in charge of the Quality Assurance program.'

In his role, Greg faces some challenges – he works mostly solo and is required to diagnose and treat sick cows which is a challenging, yet rewarding, part of his position.

'I enjoy the variety of tasks I do each day. I like tractor work, be that, stacking and feeding hay or paddock renovation. I also enjoy working with the cows and following their development from a calf to their transition into the dairy,' Greg said.

While working as a farmhand Greg, completed a Certificate III of Agriculture and participated in the Don Campbell Memorial Tour in 2012. The 5 day tour saw 14 young farmers from Victoria and SA visit a variety of dairy farms across Tasmania, 'it was a great experience to tour farms with other young people in the dairy industry,' Greg said.

Outside of work, Greg is involved in the local industry through the Lower Lakes Dairy Discussion Group which encourages local farmers to meet, share ideas and learn from each other. He is also passionate about playing local football.

'The hours I work vary a lot and involve working weekends. I'm lucky to work with people who allow me time off during football season. As some days can be long hours with early starts, I believe it is important to have some time for other interests.'

Greg aims to complete industry training such as Cups On Cups Off (COCO) and a front-end loader course to build upon his industry skills and farm safety awareness.

'I like living in Meningie, enjoy the work I do and have great people to work with and learn from,' Greg said. 'In five years, I imagine I will be at Treeton with an increase in skills and responsibilities.'

Greg's tips:

- Being a farmhand is a great job: find a farm where the owners are willing to spend time on your development – not only will you gain experience quickly, you will also enjoy your work more and may get the chance to progress to a more senior role.
- Attend discussion groups: they improve your knowledge, keep you up to date on changes in the industry and allow you to network with other local farmers.
- Be open to advice: to be a good farmhand, you need to listen and take advice from more experienced people. You have to enjoy what you do and want to learn to become better.
- Be adaptable: you have to think about different ways a task can be completed.



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 independently and follow farm procedures 	Around \$33,000 to \$50,000	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 Farmhand: <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 • thepeopleindairy.org.au/stepping-stones/calfcosts.htm 	Roles: <ul style="list-style-type: none"> • Senior Farmhand
							When will I be ready?: <ul style="list-style-type: none"> • Up to 2 years experience for Senior Farmhand • Completed Cert III in Agriculture

Justin Zweck Senior Farmhand, Blyth

Justin Zweck's passion for agriculture has been passed on from his family. His grandpa purchased the family farm just outside of Blyth in 1964 and started selling milk to Golden North in 1970. Since then, Justin's parents Gary and Ros have taken over the family business.

'I always wanted to be involved in farming,' Justin said. 'After I finished school, my parents encouraged me to get a trade and then come back to the farm and work with them. I went to Adelaide and completed a four-year diesel mechanic trade.'

While studying in Adelaide, Justin would return to the farm to help out on weekends. In 2009, he finished his trade and returned to work full-time as farmhand, building upon his farm skills while working alongside his parents and two other employees. When one of the employees left, six months later Justin progressed to a senior farmhand position. Gary and Ros encouraged Justin to liaise with their agronomist and nutritionist whenever they visited the farm, which helped Justin to step into a more managerial role.

Cropping 700 hectares and milking 200 cows, Justin enjoys the role of senior farmhand as it allows him to work outside and he always has a wide variety of jobs to complete; he feeds and milks the cows, drives trucks, and completes machinery maintenance and repairs. Depending on the time of year, he also operates machinery for seeding, spraying, hay, silage and harvest.

'I assist with the farm management side of the dairy. Working on a dairy isn't all about milking cows, there is always machinery to work on and maintain, and you need to grow crops to feed the cows,' Justin said.

With the farm growing all of its own feed, Justin has taken on the responsibility of managing the cropping side of the family business. He manages the baling of hay and straw, decides on crop rotations and varieties to grow for grain, silage and hay, and he also manages excess grain for sale.

'My trade has helped me a lot but I've learnt most of what I do on the job. I owe a lot to my parents and my Grandpa. When he comes out to the farm, he is amazed at how much things have changed. It is great to see how proud he is. When he started, he was using horses for everything and we now use machines. He can't believe it,' Justin said.

Justin credits his success to being flexible and adapting to a constantly changing environment, 'the weather is a challenge and you can never predict everything. You need to be able to think on your feet. You may start the day wanting to do certain tasks

but a machine may break down and you'll need to fix it. I enjoy my work because I get to work out what needs to be done and prioritise my day. I enjoy having responsibilities and taking initiative,' Justin said.

Outside of work, Justin finds time to get involved in the local community. He is a part of the Barossa Mid-North Dairy Discussion Group and attends DairySA Young Dairy Network functions; he believes the groups help him to increase his knowledge as he can learn new ideas from other farmers. Justin is also passionate about sport and plays local footy and cricket.

Justin is excited about his future in the industry and the challenges that lie ahead. In the future, he aims to complete a Certificate II in Agriculture and an Artificial Insemination (AI) Course. While on-farm, his next goal is to start running and expanding the dairy - he wishes to build a barn and is working towards building a new dairy.

Justin's ultimate goal is to one day take responsibility of the family farm, 'I am looking forward to the next five years and the opportunities ahead,' he said



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 OHandS 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 	Around \$40,000 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 • Dairy Australia 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

Kaitlyn Harding Farm Production Manager, Meningie

Hailing from Nova Scotia on Canada's far East Coast, Kaitlyn Harding grew up with no exposure to the dairy industry. Her interest in science and animals attracted Kaitlyn to study, 'I studied a Bachelor of Animal Sciences at Dalhousie University, Canada, and my passion grew from there. Friends at school lived on dairy farms and when they shared stories, I became interested and I wanted to find out more,' Kaitlyn said.

After finishing University, Kaitlyn wanted to travel and her passion for dairy led her to South Australia in 2011. At twenty-two years old, she gained a dairy farm placement through a trainee program called AgriVenture. Prior to this, Kaitlyn's hands-on experience included working at a horse stable and work experience at a few dairies while at University.

Kaitlyn was placed on a family farm located at Meningie, and as a trainee, she was introduced to dairy farming and learnt about milking, calf care and calving cows. After eight-months, when she completed the program, Kaitlyn continued to work on the same farm as a full-time farmhand.

While employed as a farmhand, Kaitlyn worked in accordance to her visa requirements completing six-month blocks of work at a time. After working for a total of one year, she was promoted to herd manager and also received her permanent residency.

At twenty-five years old, Kaitlyn has been herd manager of the 2,400 hectare farm since April 2014. Milking 350 cows, she enjoys the new challenges and responsibilities of the role and working in a constantly changing environment.

Kaitlyn's typical day starts at 4:30am when she brings the cows home to milk. During the day she completes a wide range of activities including heifer and calf management, dry cow management, assisting calving cows, maintaining the general upkeep and cleanliness of the dairy, pregnancy testing and bookwork. She then milks again in the afternoon and finishes around 6pm.

'One of my main challenges is keeping the cell count down. I enjoy making sure the cows are happy and healthy and that there is no mastitis,' Kaitlyn said. 'I love being outdoors and that there are so many opportunities to improve animal health and husbandry.'

Kaitlyn works closely with the farm's owners and three other employees including a labourer, a relief milker and a trainee. As part of her role Kaitlyn is also required to build relationships with vets, consultants and external providers who visit the farm.

'Adelaide Dairy Solutions do the majority of the maintenance on the farm and in the dairy. I've built up a relationship with the manager of the company so I can call him when I need to. National Herd Development do all freeze branding and herd casting. Plus we have electricians and a range of people available as we need them.'

Outside of her role as herd manager, Kaitlyn is involved in DairySA discussion groups which give her an opportunity to discuss issues and learn new ideas from other farmers and experts in the region.

In future, Kaitlyn aims to complete an Artificial Insemination (AI) course and wants to learn more about genetics, an area that she is passionate about. 'I'd love to learn more about breeding and genetics. In five years' time, I would like to be working within that area,' she said.



Kaitlyn's tips:

- Build a trusting relationship with your employer: it is important for your employer to know they have someone on their farm that they can trust. It doesn't matter what role you are in, if you show your employer that they can trust you, you are going to get more responsibility and develop your skills and yourself.
- Show initiative and what you are capable of: there are lots of opportunities to work your way up, to develop skills and build your career. You can't just sit back, you have to take control and show how you can help out.

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 and services external to the business • Business planning, manage farm cash flow and financial reporting • High level of responsibility and decision making • Negotiation skills and conflict management • Troubleshooting skills • Liaise and gather ideas outside the farm 	Around \$60,000 to \$75,000	Every dairy region has: <ul style="list-style-type: none"> • A Regional Development Program (RDP) which supports the dairy community • Dairy Australia leadership programs • Young Dairy Networks – which run events for young dairy farmers • Community programs, footy and netball clubs etc. 	For Farm Production Manager: <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

Mel Halse Farm Business Manager, Mt Jagged

With seventeen-years of dairy farming experience, Mel Halse is farm manager at Alexandrina Cheese – a 111 hectare Jersey dairy farm located in Mount Jagged.

This unique business produces award winning cheese and dairy products and houses a factory, cheese processing and a retail outlet on-farm.

'There's so much variety and I love what I do,' Mel said. 'I don't know where I'd be if I wasn't involved in the dairy industry. I've developed so much confidence and experience – there are so many opportunities to participate in the industry.'

Mel was introduced to the industry through her grandparents who owned a dairy farm. At sixteen years old while at school, Mel started casual milking for different farms, progressing to full-time milking and farmhand work when she finished Year 12. Mel gained experience, built her on-farm skills and after two years of full-time work, seized the opportunity to further develop her role to include herd management.

For several years, Mel worked as herd manager on a number of dairy farms with herd sizes ranging up to 500 cows. While working, she completed a Certificate IV of Agriculture.

In 2011, a friend mentioned that Alexandrina Cheese wanted to employ a farm manager. Mel successfully applied and has been farm manager for four years, milking 70 cows.

Mel's main responsibility is to manage the 'farm side' of the business which involves milking the cows, mating programs, feeding and spraying. She also oversees farm administration which includes managing audits and herd data, occupational health and safety procedures and risk assessments.

'You never quite know what's going to pop up,' Mel said. 'I like the flexibility – you're not stuck inside all day, every day. I love working with the cows and making improvements on-farm. Over the years, you really see the progress being made.'

With a passion for travel, Mel has been to Africa, Europe and Egypt during her career, 'you can be involved in the dairy industry and still travel the world,' she said.

Mel is also involved in DairySA's Young Dairy Discussion Group and in 2011, attended DairySA's iDairy tour – a five week group tour to China, Sweden, Holland and Chile, to learn from dairy producers and international industry leaders.

'You learn so much from being involved in discussion groups and workshops,' Mel said. 'I'm certainly one to put my hand up and get involved.'

Mel appreciates her roles has challenges: she is responsible for making important on-farm decisions.

'You can talk to your neighbours and other farmers but everyone has a different solution. You have to find the best solution for the farm and not just what's always been done,' she said.

As part of her role, Mel builds important relationships with vets and agronomists. It can be a hard to find information – new contacts and knowledge are key to making informed decisions and changes on-farm.'

In future, Mel plans to continue to build her on-farm skills, investigate study options and travel. 'I'm open to all opportunities and looking forward to the future' Mel said.



Mel's tips:

- Persistence is key: when working in the weather and with cows, some days are brilliant and others are more challenging. Stay determined, get on with it and push through.
- Always learn and improve: there are many opportunities coming through the industry including new ideas, information and technology. Keep an eye out!
- Get involved – meeting the right people is important. You can learn from discussion groups and the contacts that you meet
- Make the job suit you: work hard and enjoy your time off! The job can be flexible, allowing you to pursue hobbies outside of dairy farming.

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 and services external to the business Business planning, manage farm cash flow and financial reporting High level of responsibility and decision making Negotiation skills and conflict management 	Around \$90,000 to \$120,000	Every dairy region has: <ul style="list-style-type: none"> A Regional Development Program (RDP) which supports the dairy community Dairy Australia leadership programs Young Dairy Networks – which run events for young dairy farmers Community programs, footy and netball clubs etc. 	For Farm Production Manager: <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) 	Roles: <ul style="list-style-type: none"> Share Farmer Farm Owner When will I be ready?: <ul style="list-style-type: none"> Resources and up to 5 years experience for share farmer or ownership role Completed Diploma of Agriculture

Andy Vickers Share Farmer, Lucindale

Andy Vickers says that everything he has in life, he owes to cows: 'I love sharing my passion for the industry and the amazing opportunities it has provided.'

He started his dairy career as an enthusiastic 19 year old working at Langhorne Creek on a spud and apple farm with an abandoned dairy. Andy always liked the idea of milking cows, and with no previous dairy experience, decided to re-start the dairy, 'and I haven't looked back,' Andy said.

He admits his step into dairy share farming was a big learning curve. He contacted the Department of Primary Industries (SA) who helped draft a cash flow analysis to estimate his earnings. Andy approached Dairy Farmers, who provided him with a loan to buy 50 cows. Andy solely managed the dairy, with milking and feed being his main responsibilities. Over a few years, he worked hard to increase the herd size from 50 to 250 cows and saved money to buy equipment.

After 10 years working on the Langhorne Creek property, the landowner sold and purchased another farm at Lucindale. Andy, now 29 years old, moved to the new property and continued share farming. He purchased a further 250 cows and over several years, increased the herd to 750 cows, while continuing to save to purchase farm equipment.

After 10 years, the Lucindale property was sold and Andy decided to take some time off from share farming. After a two year break, he accepted an opportunity from landowners to start a dairy from scratch on a beef conversion farm just outside of Lucindale. Andy and his partner have been on the 2,000 hectare property for five years. 540 hectares is used for dairy, with the remaining area used for beef, sheep and forestry.

Andy is solely responsible for the herd, farm and staff while overseeing the day-to-day management of the dairy, calf and heifer rearing. The landowner sources feed – silage, wheat and hay. 'As a share farmer, day to day tasks depend on how many cows you milk. With 900 cows, the priority is to put procedures in place to make sure everything gets done,' Andy said.

Andy's partner manages the administrative side of the business, 'working as a team has definitely helped our success. She has great business knowledge – her background is in banking – while my hands-on experience allows me to take care of the dairy,' he said.

Andy employs two full-time and four casual employees. He engages a local dairy consultant and a nutritionist to keep up to date with the latest information and research.

Andy believes his success is due to hard work, dedication and passion. He enjoys the lifestyle that share farming provides and appreciates it can have some challenges, such as milk prices and not living on-farm.

'I've worked really hard to get to where I am and I wouldn't have done it any other way. I started out at 19 with nothing and I have been able to buy a farm and a calf-rearing unit,' Andy said. 'I don't feel like I am working. I really enjoy getting the best I can out of cows and through working with people.'

Andy's future goal is to purchase half the herd he currently milks, have 1,000 cows producing 10 million litres of milk, plus 650kg of milk solids per cow.



Andy's tips:

- Have 100 per cent respect for cows: treat and feed the cows well, inspire employees to have the same passion.
- Have a strong determination to succeed; you can do whatever you want if you put your mind to it!
- Good communication skills are essential to your success (especially with employees)
- Finance can be daunting when you're starting out – be across the details
- Don't burn out – it can be hard when you're starting off because you want to work but you need to take some time out for yourself
- Seek advice from experts; surround yourself with people who can help to build your success
- Be strong-willed and persistent – ride the highs with the lows

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 and services external to the business • Business planning, manage farm cash flow and financial reporting • High level of responsibility and decision making • Negotiation skills and conflict management 	<ul style="list-style-type: none"> • Sharefarmers 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 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 	<ul style="list-style-type: none"> • Share Farmer: • 33% Share – All mobile farm machinery • 50% Share – All mobile farm machinery and all stock • Lessee: • 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 Share Dairy Farming in Australia – Model Code of practice for share dairy farming with guidelines and tools for assessing share farming arrangements is available at thepeopleindairy.org.au/employment-rewards/share-dairy-farming
Information about leasing is available at thepeopleindairy.org.au/planning-for-the-future/leasing

Kym and Leanne Willsmore Farm Owner, Mount Gambier

Kym and Leanne Willsmore have been dairy farming for thirty one years. The couple met as children at a party, attended the same high school and youth group, and married at nineteen years old.

Both were introduced to agriculture at a young age. Kym grew up on a market garden as well as a beef and sheep farm before his family moved into dairy farming, while Leanne came from a mixed family farm that had a dairy, sheep and a piggery.

In 1984, Kym started his dairy career working as a farmhand on his family's dairy farm at Inman Valley while Leanne worked as a dental nurse. They married in 1986 and after eight years of saving, became part of the family partnership through purchasing land and expanding the family farm.

Leanne and Kym admit that initially it was hard work building their level of ownership and assets, however it was also a highly rewarding experience. 'Sometimes it was just plain hard work. Other times, it was very satisfying knowing we were working towards more ownership and independence,' Kym said.

In 1994 after 10 years on the Inman Valley farm, the Willsmores moved to Macclesfield and became farm owners in partnership with Kym's parents, Kym's brother and his wife. After 13 years of managing the Macclesfield farm, Kym and Leanne left the family partnership to be sole owners of a dairy farm in Mount Gambier.

Kym and Leanne have been managing the Mount Gambier property for eight years, milking 330 cows on 124 hectares and leasing a further 28 hectares. As farm owners, they are responsible for overseeing the day to day operation of the farm business. 'Even though we don't physically do all the work, we're responsible for every aspect of the farm,' Kym said. 'We have to shoulder all the responsibility - the buck stops with us.'

On-farm, Kym works alongside two full time, three part time employees and accesses farm consultants such as a nutritionist and agronomist. Leanne manages the administration side of the business which includes accounting, employee wages and helps out on-farm when required.

Kym and Leanne believe in a work environment that cares for employees. 'We've become a lot more outward looking which means, it's not just about the farm it's more 'how can this farm support us as well as have a positive impact in our staff's lives?' We get enjoyment from giving people a go,' Kym said. 'It pays big dividends, not only from a productivity perspective, but also the workplace atmosphere.'

The family farm has also been home to Kym and Leanne's five children, aged 11–25 years old, three of which live on the farm. 'Our 3 eldest sons have all done a gap year - sometimes two or three years - at home on the farm after completing year 12, and have then gone off to follow their chosen profession,' Kym said. 'This has been a valuable experience to learn things like a good work ethic, teamwork, how to be consistent as well as building their farm skills.'

In the short-term, Kym and Leanne will remain owners of the Mount Gambier farm with an aim to have more consolidation. In future, they will look at possibly expanding or selling the business, depending on the situation.



The Willsmore's tips:

- Don't let the farm become your whole world: take time off even if you can't 'afford' it - spend time with your kids. Don't put the farm before your family, strive for a balance.
- To be a farm owner, you don't have to be great at one thing: you need to be good at everything!
- The farm owner sets the tone: a work environment that cares for people pays big dividends - both on productivity and in creating a positive place to work. We always have time for a chat with each other and whoever drops in.

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 	Depends on farm size and productivity	<p>Every dairy region has:</p> <ul style="list-style-type: none"> • A Regional Development Program (RDP) which supports the dairy community • Dairy Australia leadership programs • Young Dairy Networks – which run events for your young staff • Community programs, footy and netball clubs etc. 	<p>For Farm Owner</p> <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.

Note: If you are farm owner looking at moving out of active dairy farming see thepeopleindairy.org.au/planning-for-the-future



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 Stones 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
<i>Quad Bike</i>	<i>\$10,000</i>	<i>Next year</i>
<i>Tractor</i>	<i>\$80,000</i>	<i>2 years</i>
<i>Other farm equipment</i>	<i>\$100,000</i>	<i>5 years</i>
<i>Cows eg 350 cows with young stock</i>	<i>\$450,000</i>	<i>10 years</i>

Short Term Planning

What is your next role?



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
<i>Discuss my advancement with the farm owner</i>	<i>Next week</i>
<i>Enrol in Cert III Ag</i>	<i>2 weeks</i>
<i>Start saving</i>	<i>Now</i>

Longer Term Planning – Training and experience

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



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?

Young Dairy Network regional events

Action	When
<i>Join the Young Dairy Network</i>	<i>3 weeks</i>
<i>Look up the RDP website to find upcoming events</i>	<i>1 week</i>
<i>Sit down with my current boss seek his/her advice on next steps</i>	<i>Next week</i>



Planning Your Dairy Career

Download this document at: thepeopleindairy.org.au/planning-for-the-future/stepping-stones

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 Stones tables as a guide)

Short Term Planning

What is your next role?



What training and experience do you need?

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

Longer Term Planning – Training and experience

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



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

[illegible]



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
dairyaustralia.com.au

Disclaimer

The content of this publication including any statements regarding future matters (such as the performance of the dairy industry or initiatives of Dairy Australia) is based on information available to Dairy Australia at the time of preparation. Dairy Australia does not guarantee that the content is free from errors or omissions and accepts no liability for your use of or reliance on this document. Furthermore, the information has not been prepared with your specific circumstances in mind and may not be current after the date of publication. Accordingly, you should always make your own enquiry and obtain professional advice before using or relying on the information provided in this publication.

Acknowledgement

Dairy Australia acknowledges the contribution made to Stepping Stones by the Commonwealth government through its provision of matching payments under Dairy Australia's Statutory Funding Agreement.

© Dairy Australia Limited 2021. All rights reserved.

ISBN 978-1-922529-09-1