



WHO COMES NEXT? GROWING TALENT ON YOUR FARM THROUGH UNC DAIRY PATHFINDERS PRE-APPRENTICESHIP

What: This group of dairy leaders will meet every other month for 12 months for a 4-hour training (6 sessions). The training will be held at a different farm in your region. All workshops will be offered bilingually simultaneously (English and Spanish). The workshops will include:

- Farm/Site tour-best practices
- A networking/leadership connection activity
- Lunch
- Educational workshop-see descriptions on page 2

Who: Talent you want to Grow! High Potential Employees who are or will be future managers and leaders on your farm

When: Every other month for 12 months

Cost: Free**participants must participate in the entire program. This program is funded through NYS DOL

Name of Employee:

Farm Name:

Languages Spoken:

Farm Address:

Manager Phone number:

Employee Phone number:

**Contact for more information/Return
registration to: Julia Smith-Director of Learning
and Development at UNC**

585-590-2281

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SAMPLE Workshop topics

Dairy Cattle Stockmanship

Stockmanship refers to the safe, effective, and efficient handling of cows based on their natural behavior. Students will learn the concept of low-stress cattle handling, focusing on common pinch-points on the dairy for both youngstock and mature cows. Performance objectives: move cattle safely and efficiently in the parlor and housing, understand and avoid mishandling of cows and calves. *Note: counts towards annual FARM program stockmanship requirement.

Milk Quality

Quality milk is the backbone of our industry. In this class, students will learn about key indicators of milk quality, basic troubleshooting of milk quality issues, and mastitis management. Performance objectives: consistently track milk quality indicators on your dairy, perform a basic milker audit, and identify key causes of mastitis.

Feeds and Forages

Without quality feed, dairy cattle cannot achieve their genetic potential. Students will learn how the proper feeds can contribute to optimum performance as well as providing the foundations for understanding the relationship between proper feeds and optimizing nutrition.

Calf care

Managing pre-weaned calves is intensive and requires skilled and attentive caretakers. In this class, students will learn key calf management skills including colostrum management, facility management and disbudding. Performance objectives: implement and control a successful colostrum program, manage facilities according to season, understand pain management and approved methods of disbudding. *Note: counts towards annual FARM program calf care requirement.

Skid Steer Safety

Most dairy employees operate skid steers regularly and many minor and major accidents occur with this machinery. In this class, taught by the New York Center for Agricultural Medicine and Health, students will learn how to operate a skid steer to avoid accidents and injury properly. Performance objectives: safely drive a skid steer, understand how attachments affect the operation, and perform a pre-operational check.

Health care for the lactating cow

Despite our best efforts in preventative health management, sick cows are still a reality. In this class, students will look at different sick-cow detection methods, including rumination monitoring software, practice physical exams, and learn the signs associated with the most common diseases found in lactating dairy cattle. Performance objectives: understand the uses of rumination monitoring, perform a physical exam, and identify common diseases in lactating dairy cattle.