

# Stepping Stones to a Career in Dairy Farming

July 2015



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# Stepping Stones to a Career in Dairy Farming

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# Table of Contents

Foreword .....	5
Sponsor Welcome .....	6
Introduction .....	7
Who is this guide designed for? .....	8
Is dairy farming for me? .....	8
Testimonials from dairy farmers .....	9
How to use this guide .....	10
Dairy Career Pathways.....	11
Dairy Farm Role Descriptors and Profiles.....	13
Farm assistant .....	14
Profile - Farm assistant .....	15
Herd manager .....	16
Profile - Herd manager .....	17
Farm manager .....	18
Profile - Farm manager .....	19
Farm business owner .....	20
Profile - Farm business owner (Share farmer) .....	21
Profile - Farm business owner (Family partnership) .....	22
Collaborative Farming Options.....	23
Registered farm partnerships .....	24
Dairy share farming .....	24
Contract dairy heifer rearing .....	25
Cow leasing .....	25
Long-term land leasing and land restructuring .....	25
Teagasc Course Details .....	26
Teagasc Education Contacts .....	30
Notes .....	32

## Foreword

Teagasc views formal agricultural education and training as the priority investment for a successful, competitive and sustainable Irish dairy farming sector. A recent Teagasc study highlighted the exceptionally high returns to investment in agricultural education that occurs in an Irish context both to the individual and to the country at large.



The core benefits of agricultural education and training are to help farmers to more efficiently access and utilise information to adopt new technologies, to enhance problem solving and help farmers to better manage farm resources. On that basis, there is an urgent need to promote education as the foundation stone for a successful Irish dairy industry.

It is a Teagasc priority to maximise enrolments to its two key existing dairy education programmes, the level 6 advanced programme in *Dairy Herd Management* and the *Teagasc Professional Diploma in Dairy Farm Management*. In an industry where new challenges, opportunities and technologies are emerging Teagasc will as necessary develop additional dairy education pathways to meet dairy industry needs and to facilitate career progression. Likewise additional skills training may be necessary. A recent example of this is the *Best Practice in Milking* skills training programme developed by Teagasc. We hope that this guide will stimulate further discussion on career structures and future education needs for a growing dairy industry.

**Tony Pettit**

*Head of Education, Teagasc*

## Sponsor Welcome

Ulster Bank is proud to be the key partner for the Teagasc 'Stepping Stones to a Career in Dairy Farming' publication. It highlights the changing landscape facing Irish dairy producers as they seek to compete successfully on a global stage while exploring the emerging career pathways available to them.



At Ulster Bank we are passionate about helping farmers make Agri Business a success. Year on year, we are seeing progression and growth on dairy farms and we believe it is vital to harness that ambition and help individuals achieve their farm business goals. For us, it's about inspiring growth and encouraging ambition as individuals progress their individual agricultural careers. Stepping Stones to a Career in Dairy Farming provides opportunities for individuals to learn from their peers, to hear from people who have achieved that success and can outline the practical steps that they took to achieve it.

At Ulster Bank, we want to be the bank of choice for farmers. We support farm businesses at all stages of their journey to growth. That's why we're aiming to be the number one bank for customer service, trust and advocacy. We are doing this by ensuring that the products we offer are easy to understand and fair, and ensure that access to them is straightforward so that we fully encourage, develop and support farming businesses. At Ulster Bank, we invest in understanding our customers and the people behind the business, through dedicated teams of business development managers and relationship managers that are based locally, close to our existing and prospective customers. This helps to build a mutual trust so that we can provide honest and productive support to farming customers.

Our commitment to agriculture shows that whether someone is looking to grow their dairy business or just starting out, Ulster Bank has the practical solutions to help.

### **Eddie Cullen**

*Managing Director Commercial Banking Division RI Ulster Bank*

## Introduction

The business environment for dairy farming is changing rapidly - the removal of milk quotas provides an opportunity for dairy farm businesses to expand, but also means global market forces will have an increasing impact on Irish producers. Against this backdrop, herd size will increase on many dairy farms over the coming years, requiring an increased level of skill in the physical and financial management capability of farmers. The dairy industry will not be able to meet and sustain major expansion unless it can attract new, well trained and highly motivated people into the sector at all levels, while also providing significant opportunities for the progress upwards from one career role to another. It is therefore vital to identify and define existing and emerging career roles and associated skillsets to achieve the industry's growth potential. This growth can only be achieved with a supply of well-trained farmers (including both farm owners and managers) with the relevant skills and experience needed to cope with the many newer challenges facing the industry in the future.

An expanding Irish dairy industry can now provide a range of attractive career opportunities that can potentially lead to farm and business ownership. Options exist for full farm ownership or collaborative farming. Equally those from a non-farming backgrounds who have an interest in pursuing a farming career should carefully assess the dairy career opportunities of interest to them. While the primary focus of this guide is for existing farmers and young entrants to the sector, there may also be people with established careers outside of farming who now wish to switch to a dairy farming career. Equally when planning for succession on the farm, the gradual transfer of management responsibility is outlined in the different career roles in this booklet. Careful thought needs to be given to how the successor develops the skills (via education and experience) to be successful in the future.



## Who is this guide designed for?

This guide is intended to show the progression route necessary for all future dairy farmers by highlighting the essential skills and training needed to run a successful business. It is also intended for those wishing to:

- Explore employment opportunities on dairy farms if coming from a non-farming background
- Develop a career in dairy farming, with the potential to progress to owning a dairy farm business as a sole owner or through a collaborative arrangement
- Recruit somebody on farm and/or show current employees future career opportunities
- Create as a succession plan to gradually transfer management responsibility on the home farm

## Is dairy farming for me?

To answer this question, think about the kind of things that you enjoy doing now. To you, farming might be all about working outdoors, or about being your 'own boss'. For some, farming appeals simply because it allows them to see things grow and change around them, or they really enjoy working with animals. You may enjoy working with your hands as well as your head.

No doubt you will have your own reasons for choosing farming as a rewarding career. A career in dairying is financially rewarding especially if you are experienced and capable. But before you choose dairy farming as a career, you also need to think about what your future career may demand of you.

There is a lot to love about being a dairy farmer: the lifestyle, the freedom to be your own boss, working on the land and with animals and producing a great product that's enjoyed by millions.



## Testimonials from dairy farmers



### *Ciaran Fogarty, 2<sup>nd</sup> year Teagasc Professional Diploma in Dairy Farm Management (PDDFM) student*

“I am a trained chef but have chosen a career in dairying as I really enjoy the variety of work in farming. You are working with animals, plants, machines and people. Every day is different as there are times when you have to be a vet, mechanic, agronomist, plumber, electrician and contractor!”



### *Padraig Keane, New Entrant Dairy Farmer, 67 cows, Co. Offaly*

“Dairy farming is an exciting and constantly challenging job that I believe can be financially and personally rewarding if you do it well. Participation in my local Macra club and discussion group also provides a great social aspect to farming”.



### *Sean O'Donnell, Family Farm Partnership, 110 cows, Co. Mayo*

“I think dairy farming is a great way to raise a family. Being your own boss means you decide your working day. Certain times of the year are very busy but overall I think dairy farming is an excellent lifestyle.”



### *Victoria and David Baker, Farm Business Owners, 450 cows, Co. Offaly*

“There is a great opportunity to build a really profitable business that will deliver a great lifestyle for those that are ambitious and skilled, and who are willing to put in the hard work, particularly at the start of their career.”

## How to use this guide

**This guide aims to identify the core skills and competencies needed to operate a profitable dairy farm while outlining a career progression pathway within the industry.**

The suggested dairy career roles may not fit any one farm but should be used as a general guide. Many of the skills outlined are essential regardless of scale (e.g. grass, livestock and financial management) albeit some skills (e.g. staff management) are more relevant to large or multi-herd businesses. Whether employed or working on the home farm, it is essential that skills outlined in each career role are developed.

This guide has been developed to provide more information about the different roles on a dairy farm, explain the skills needed to be developed and outline the education and training necessary to progress to the next career level.

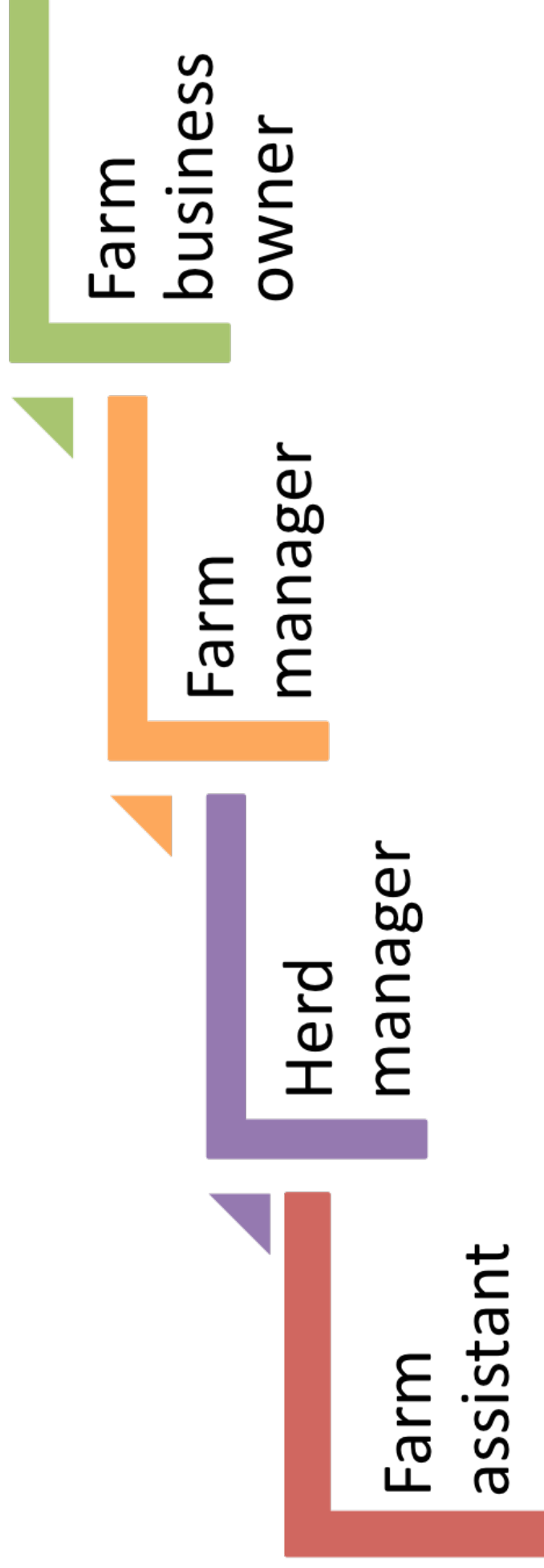
### To use this guide:

- Identify which career role, if any, you occupy
- Evaluate your current skillset against the outlined skills and identify potential areas for improvement
- If interested in progressing to a new role, develop the skills outlined for the next career role
- If looking to recruit someone into your farm business, use the guide to identify the skills and hence the career role you want to recruit for

### Notes

- It is assumed that you have mastered the skills associated with a role before progressing to the next stage. Equally someone may decide to stay in one particular role for the duration of their career.
- As an individual progresses further up the career path and masters additional skills, he or she must be appropriately rewarded in terms of wage or salary or by other means. Those who return to their home farm, enter a partnership, lease a farm or enter a share farming arrangement receive the business profit they have achieved and not a set wage or salary.

## Dairy Career Pathways



**Note:**

Not everyone will formally hold each of the above positions during their dairy career. For example someone working as an employed herd manager may decide to go home farming.

They might work in a management capacity on the home farm with a view to acquiring ownership rights in the farm business. An ownership stake could occur via a partnership with their parents or through a land transfer.

However, the person should ensure that they have developed the appropriate capabilities to take on the next level of responsibility in their career pathway.

Job title	Farm Assistant	Herd Manager	Farm Manager	Farm Business Owner
<b>Desirable previous dairy farm experience</b>	No or limited experience	2 years	3 - 4 years	5+ years
<b>Formal education</b>	Leaving Certificate, Level 5 Certificate in Agriculture	Level 6 Advanced Certificate in Agriculture - Dairy Herd Management	Professional Diploma in Dairy Farm Management or Level 7 or 8 degree (majoring in Agriculture)	Any of the previous qualifications: Level 6 upwards
<b>Essential skills</b>	Daily farm tasks - Livestock handling, Milking, Machinery and equipment operation, Farm maintenance / Fencing, Health and safety compliance	Milking operation, Stock husbandry, Herd health and welfare, Grassland management, Health and safety compliance, Work organisation, Task supervision, Herd recording / administration	Herd management activities - Farm administration and book keeping, Farm performance evaluation, Farm software applications, Staff supervision, Communication, Time management, Health and safety management	Herd management activities - Responsible for income and expenditure, Strategic planning, Opportunity analysis, Business management, Human resources and payroll, Negotiation, Health and safety management
<b>Suggested informal education</b>	Teagasc Open Days and farm walks. Applied skills training (e.g. milking skills). Read the farming press (beneficial in all roles).	Discussion groups, Technical conferences / events on grass management, breeding management, herd performance evaluation, Macra courses.	Business, Financial and human resources training in addition to constantly improving technical knowledge.	Business management and planning, Human resources, Personal development.
<b>Suggested skills training for career progression</b>	Milking operation, Stock husbandry, Grassland management.	Financial management, Farm performance evaluation, Staff supervision, Time management	Business management, Strategic planning, Opportunity analysis, Human resources management.	Team development and recruitment, Training and mentoring.

## Dairy Farm Role Descriptors and Profiles



## Farm assistant

This is the first step on the dairy career ladder. As a farm assistant, you will gain experience in all aspects involved in the daily running of a farm. You are responsible for helping in the daily tasks as part of a team.

### Essential skills

Typical duties include supervised milking, feeding stock and machinery duties. You will be expected to look after farm equipment and the environment. You will gain experience of the basic principles in: animal breeding, herd health, grassland management and safe use of machinery and handling livestock. Once shown best practice in health and safety you are required to implement this in all aspects of your job.

### Personal attributes, previous experience and recommended qualifications

Personal attributes required for this role include an ability to work well in a team, a willingness to learn and good communication skills are desirable.

#### Recommended qualifications:

- Level 5 Certificate in Agriculture

### Continuous professional development

On-going personal development and knowledge and skills acquisition are essential. Suggested training includes:

- Attendance at applied skills training: e.g. Teagasc/FRS Best Practice Milking course
- Teagasc Open days/ seminars.
- Reading the farming press

### Career progression

Start considering both your personal and career goals. If you are interested in progressing to a career in herd management either on your home farm or via employment, you should obtain a Level 6 Advanced Certificate in Dairy Herd Management and build experiences by working with high performance dairy herds. (See back of booklet for course detail).



## Profile - Farm assistant

Name: **Cian Jobe**

Address: **Rathmore, Aughnaclyffe, Co. Longford**

Current position: **Farm assistant and relief milker**

### Farm details

Area: **26 ha**

Labour: **Farm owner and Cian part time**

Herd: **70 spring calving cows**



### Career path

- Level 5 Certificate in Teagasc Ballyhaise Agricultural College (1 year)

### Background

Cian is from a 12 ha suckler farm in Longford and has always loved farming. When he was 14 years old he started relief milking, this sparked his interest in dairying. After completing his Leaving Cert, he completed the Level 5 course in Ballyhaise. During this course, he did his three month placement on a 180 cow dairy farm in Longford which he really enjoyed.

### Overview of current role

For the summer, Cian is currently working a number of jobs. He works a few days a week for a dairy farmer milking 70 cows and completes day-to-day jobs such as milking, spreading fertilizer, topping and herding. He also helps out on the 180 cow farm where he did his placement and relief milks for a number of other farmers when needed.

### Up-skilling

Cian plans to use formal education to up-skill himself. The mix between practical and theory work is something he really enjoyed when doing the Level 5 qualification. Cian has enrolled in the Level 6 Advanced Certificate in Dairy Herd Management next year and after that would like to do the Teagasc Professional Diploma in Dairy Farm Management course. As part of his Level 6 Certificate, Cian plans to travel to New Zealand this year to learn from dairy farmers there. He is also looking forward to living and working in another country.

### Career goals

As his home farm is only 12 ha, Cian's long-term aim is to get a farm manager job or enter into a partnership on a dairy farm. His current goal is to learn as much as possible about dairy farming.

## Herd manager

This is an entry level managerial role where the individual has a significant level of responsibility for herd management. As herd manager, you may be required to work as part of a team to implement the agreed farm management plan.

### Essential skills

Responsibilities with some guidance from the farm manager/farm owner include:

- Grassland management - grass measurement, budgeting, allocation
- Milking operation - ensuring clean hygienic milking equipment at all times, having a calm milking environment and good cow flow
- Stock management - implementing the agreed plan for calf rearing and breeding, recording health events.
- Machinery duties - spreading fertiliser/slurry, feeding
- Maintenance - fencing etc.
- Task supervision, direction of farm staff/casual staff/contractors where appropriate
- Herd recording and administration

### Personal attributes, previous experience and recommended qualifications

Personal attributes required for this role include: 'can do' attitude, ability to use initiative and people skills.

#### Recommended qualifications:

- Level 6 Advanced Certificate in Agriculture (Dairy Herd Management programme)
- Two years on-farm experience with high performance host farmers.

### Continuous professional development

On-going personal development, knowledge and skills acquisition are essential. Suggested training includes: Macra courses, discussion group participation, attendance at Teagasc Open days/seminars/conference etc.

### Career progression

To progress to become a farm manager either on your home farm or via employment, you should consider taking the Teagasc Professional Diploma in Dairy Farm Management course. (See back of booklet for course detail).



## Profile - Herd manager

Name: **Michael Kennedy**

Address: **Glenville, Co. Cork**

Current position: **Herd manager on the home dairy farm**

Other interests: **GAA - both hurling and football**



### Farm details

Area: **45 ha**

Labour: **His father Martin who also works off-farm, Michael and relief help once a week.**

Herd: **116 spring calving cows**

### Career path

- Level 5 Certificate in Teagasc Kildalton Agricultural College (1 year)
- Level 6 Advanced Certificate in Dairy Herd Management Kildalton Agricultural College (1 year)
- He has worked as a herd manager for 1 year

### Background

Michael grew up milking cows. His father Martin also has an off-farm job with O'Dwyers steel which is one of the reasons Michael decided to go home farming. The herd is pedigree Holstein Friesian and both Michael and his father have a big interest in breeding.

### Overview of current role

Michael is responsible for the herd and grassland management. Martin used to measure grass occasionally but Michael now religiously walks the farm every Monday. He uses the grass figures to discuss any actions needed with his father. Both pick the team of bulls to be used on the cows and both help to keep the herd records up-to-date.

### Up-skilling

Michael learned a lot from the weekly grass walks every Monday in Kildalton. He also learned a lot during his two work placements, on a 300 cow and a 180 cow farm. He has started attending a discussion group and also hopes to join a young farmers group in the future.

### Career goals

After Michael came home farming, he and Martin decided on a five year farm plan. Reseeding and improving the farms infrastructure are the two main goals. Michael wants to learn more about managing the farm's finances and sees himself taking on more management responsibility in the future.

## Farm manager

This is a progression from herd manager taking on more responsibility requiring a greater skill set. You are responsible for all aspects of production, stock, environmental and staff management. You have a significant level of farm management responsibility and will generally be involved in the budgeting process. You regularly communicate with the farm owner.

### Essential skills

- Administrative herd and farm recording
- Nutrient management planning and soil fertility
- Using reports to review farm performance and target improvements
- Financial management - understanding and maintaining cash flow records
- People - supervise and organise work rotas including daily duties
- Farm (e.g. food safety, hygiene, environmental) and industry (e.g. quality, milk composition) compliance
- Responsibility for grassland, herd management (including nutrition), and milking operation

### Personal attributes, previous experience and recommended qualifications

Personal attributes required for this role include: forward thinking, target driven and interpersonal skills.

#### *Recommended qualifications:*

- Professional Diploma in Dairy Farm Management
- Level 7 or 8 degree (majoring in Agriculture)
- 3 to 4 years on-farm experience.

### Continuous professional development

Suggested training includes business management, strategic planning and human resources and team leadership.

### Career progression

To progress to becoming a farm business manager or owning your own dairy business, you should develop the specific competencies and experiences necessary to fulfil this role.

## Profile - Farm manager

Name: **Patrick Dunne**

Address: **Navan, Co. Meath**

Current position: **Farm manager, Golden, Co. Tipperary**

Other interests: **GAA, football and anything relating to farming**

### Farm details

Area: **94 ha**

Labour: **1.5 labour units**

Herd: **155 spring calving cows, 50 in calf heifers and 61 calves**



### Career path

- Level 5 and 6 Certificate at Teagasc Ballyhaise Agricultural College (2 years)
- Teagasc Professional Diploma in Dairy Farm Management (2 years)
- Farm manager (6 months)

### Background

Patrick is not from a farming background but became interested in dairying through summer jobs. He chose a career in dairy farming because of the opportunities it offered being the most profitable farming enterprise. Although he admits it can be a tough lifestyle at times, being his own boss on a daily basis and having the freedom to make management decisions on the farm more than compensates.

### Overview of current role

Patrick manages all aspects of the physical farm performance, milking, grassland management, breeding and calf rearing with some guidance from the farm owner. He would like to get more involved in the financial management of the farm in the future. Currently, he is helping to supervise the development work happening on farm in preparation for milking 200+ cows in the future.

### Up-skilling

Patrick is involved in two discussion groups. He is constantly on the lookout for any short courses or workshops that can help him improve his financial planning and business skills. Patrick firmly believes that on-farm experience is the best way to learn and develop the necessary skills which is why he chose the practical Professional Diploma in Dairy Farm Management course. Patrick has built up a number of contacts who are only a phone call away when he needs advice.

### Future career goals

Patrick's career goal is to enter a sharemilking arrangement. He plans to build up his own herd of cows and enter an arrangement with a farm owner. He has a positive attitude and takes pride in his work which he hopes will help him to find a progressive farm owner to work with in the future.

## Farm business owner

As a farm business owner you may be running your own farm, leasing a farm or be in a farm partnership or share farming arrangement. You are responsible for achieving both production and financial goals in addition to all income and expenditure decisions and the development of the people working on the farm.

### Essential skills

You spend more time analysing financial performance and are also responsible for planning, executing, reviewing and reporting against the overall business goals.

### Personal attributes, previous experience and recommended qualifications

Personal attributes required for this role include maturity, strategic planning skills and developed interpersonal skills.

#### Recommended qualifications:

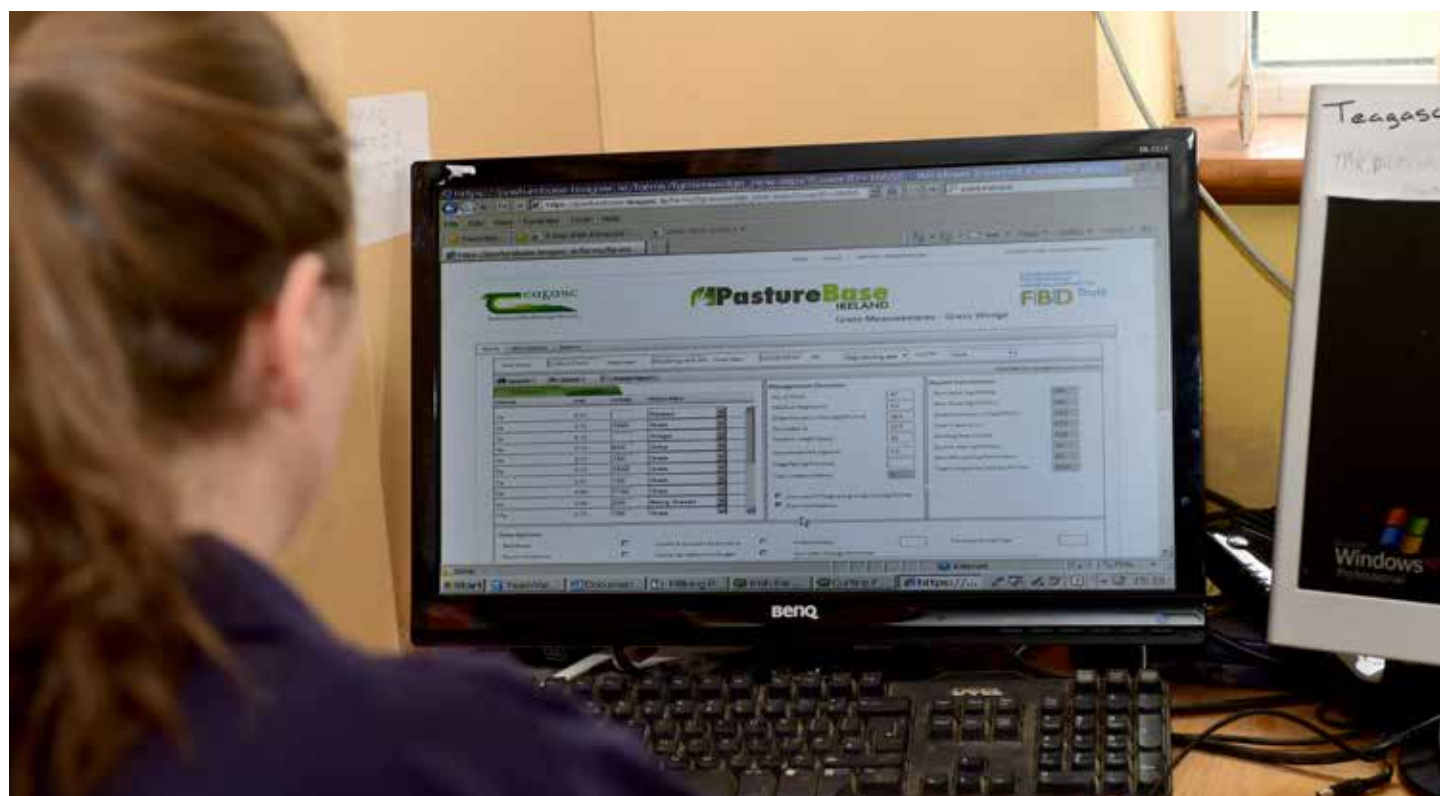
- Level 6 upwards, higher level qualifications
- Five years or more full time farming experience

### Continuous professional development

To develop in this role, improved business management planning, and financial analysis, human resource management, communication and work organisation skills should be developed.

### Career progression

A farm manager could progress to owning their own business and receive a share of the profits rather than a salary. As farm business owner, you have the freedom to grow your business in line with your personal and farming goals. You are rewarded by any improvement in financial performance but must manage business risk.



## Profile - Farm business owner (Share farmer)

Name: **Andrew Cronin**

Address: **Crookstown, Co. Cork**

Current position: **Share farming with Pat and Mary Smyth, Mallow, Co. Cork**

Other interests: **Hurling**



### Farm details

Area: **200 ha**

Labour: **2.5 labour units**

Herd: **400 Spring calving cows**

### Career path

- Level 6 Higher Certificate in Agriculture, Cork Institute of Technology and Teagasc Clonakilty (2 years - including placement on the 'Greenfield farm' in Kilkenny)
- Farm manager in Cork (2 years)
- Farming in collaboration for 3 years

### Background

Andrew is originally from a 90 cow dairy farm. He is in his third year farming in collaboration with the Pat and Mary Smyth (which has now progressed to share farming) in Mallow having started in 2013 when the Smyth's converted from tillage to dairy. Andrew owns 200 of the 400 milking cows on the farm. Andrew's parents encouraged him to try and find a farming venture away from home as they felt there were limited opportunities for him in Crookstown.

### Current role

In this share farming arrangement the Smyth's provide all the land and buildings needed to milk the cows. Andrew manages the farm and supplies all labour. The milk cheque is split between the two parties as are the majority of costs. While Andrew consults with the Smyth's on how the farm is managed, he is ultimately responsible for implementing the business plan. He manages the cash flow for his share of the business.

### Up-skilling

Work experience has been important for Andrew. He has learned a lot from his home farm, the Greenfield farm where he did his work placement and on an excellent large scale dairy farm where he was manager for two years. He has also learned a lot about farm development from Pat Smyth who has converted the existing farm in Mallow from tillage to dairy. His advice to people is work on the best farms you can and learn as much from these people as possible.

### Future career goals

Andrew's objective is to maximise the profit from his existing venture for both himself and the Smyth's. Long term he would like to keep growing his business and potentially work with other farm owners in the future. His aim is to develop a business that is profitable enough to allow him purchase an 80 hectare or bigger farm in the future.

## Profile - Farm business owner (Family partnership)

Name: **Imelda Kinsella**

Address: **Mullinavat, Co. Kilkenny**

Current position: **Family farm partnership**

Other interests: **Travelling - like to travel outside Ireland once a year even for a short trip**



### Farm details

Area ha: **38 ha milking platform, 101 ha farmed in total in four blocks, of this 12 ha is leased**

Labour: **Family labour plus one full time farm assistant**

Herd: **120 spring calving cows and calf to beef system**

### Career path

- Certificate in Farming at Teagasc Kildalton Agricultural College
- Diploma in Dairy Management at Teagasc Clonakilty Agricultural College (including a twelve month work placement)
- Home farming since 2001

### Background

Imelda is farming in partnership with her parents Seamus and Marie on their dairy and beef farm. She was interested in farming from an early age. When she came home to farm in 2001 her parents were milking 65 cows and have gradually expanded to the current 120 cows. Entering a formal milk production partnership in 2003 allowed the Kinsella's access milk quota to expand; it also formalised Imelda's role on the farm and allowed her to have a greater management input.

### Current role

Imelda's role has changed considerably over the last 14 years. Originally she spent most of her time doing the daily farm jobs. Once she entered into a partnership she was involved more and more in the decision-making process for both daily management and long-term planning. Now she has the main management responsibility on the farm but still works closely with her parents and values their advice.

### Up-skilling

Imelda has found her local Discussion Group to be a great place to learn. She was involved with Macra in local LEADER projects which helped her to learn more about business management.

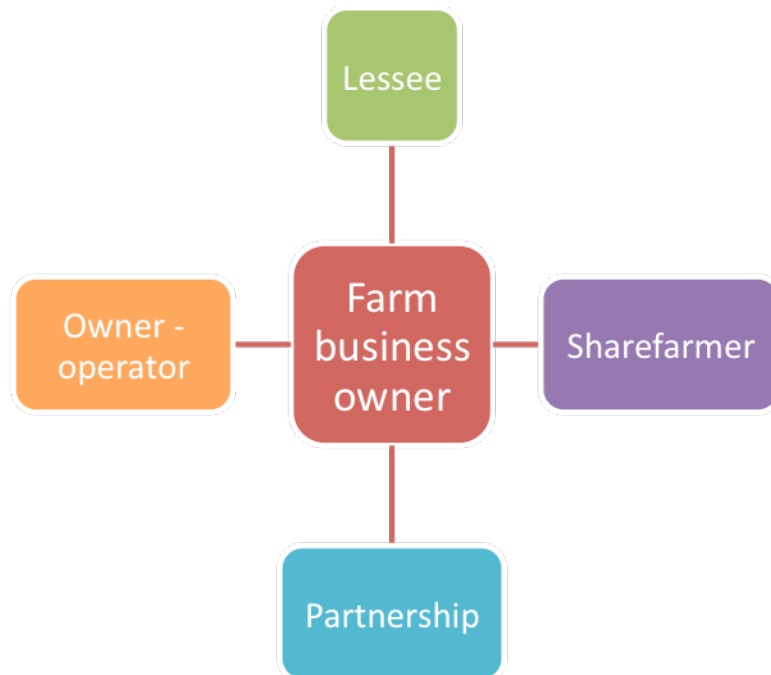
### Future career goals

Imelda sees a lot of scope to improve profitability at their current scale and so the priority is to improve this first before thinking about getting bigger. As well as a profitable business Imelda and her family also want to maintain a good work-life balance.

# Collaborative Farming Options



Collaborative farming options such as partnerships and share farming can allow people to progress to a farm business ownership role. This applies equally to young trained farmers within or outside of family situations. There is a big step up in the skills required to manage your own business versus working for someone else.



The key to any successful collaborative arrangement is that all parties involved must gain from the arrangement. Trust, respect and good communication between the parties are essential. A written agreement is a critical part of every arrangement. Collaborative arrangements should be based on a sound business plan that outlines the financial benefit for all parties.

## Registered farm partnerships

A registered farm partnership is a business arrangement where the profits from the business are shared between the partners on a percentage basis. It is an ideal structure to steer families through the succession process to full transfer over time. In non-family situations it allows two or more farmers combine their resources to operate as one unit to the benefit of all those involved. In both cases partnership offers a structured labour input which can lead on to a superior lifestyle and also offers the possibility of increasing scale profitability where this is the goal of the partners.

## Dairy share farming

Dairy share farming is a business arrangement where a landowner and a share farmer operate two separate businesses on one farm. The two parties share certain income and expenses on the farm as they arise, not the profits of the farm at the end of the year. The milk cheque is also split as is livestock sales if both parties own cows. Expenses like feed and fertiliser are shared.

In general, the landowner provides the land and the facilities required for the operation and the share farmer provides the labour. The cows and replacement stock can be provided by one or both parties. The more assets someone provides to an arrangement, the greater their percentage of the business. Typically someone who provides all labour and livestock to an arrangement will be close to a 50% percentage.



## Contract dairy heifer rearing

Contract dairy heifer rearing is where a dairy farmer pays another farmer to rear the replacement heifers off the home farm. Both parties work out their own budgets for the operation and come to an agreement on the outlay of financial costs. Payment is normally made by direct debit to the rearer's account and is generally based on a price per head per day. For contract rearing to be successful, it is critical that the rearer gets paid adequately to cover direct costs and make a margin on the enterprise to cover their labour input.

## Cow leasing

Cow leasing is a collaborative arrangement where a dairy farmer with cows that are surplus to requirements leases these cows out to another dairy farmer who needs extra cows. The lease can be short-term 1 to 2 years, or for a longer term arrangement of 4 to 5 years. Arrangements can differ depending on whether the original animal is returned to the owner or not. The exact conditions must be agreed between the parties at the beginning in a written agreement.

## Long-term land leasing and land restructuring

The land owner can avail of the tax free income during the period of the lease and satisfy the requirements of capital taxes associated with land transfer. The farmer leasing the land has security of tenure, can better justify investment in the land and can plan his/her farm business with more certainty. The lessor and lessee benefit from a long-term lease agreement. Land restructuring is where a number of farmers come together to swap parcels of land to consolidate farms into a smaller number of land parcels. The Capital Gains Tax restructuring relief may apply provided certain qualifying criteria are met.

For more information on collaborative farming options go to <http://www.teagasc.ie/collaborativearrangements/>



# Teagasc Course Details



## **Certificate in Agriculture Level 5**

### **Duration**

22 week of course work plus 12 weeks of work experience on a host farm

### **Entry requirements**

Student must be 17 years of age to join this course

### **Course aims**

This is an introductory course for people seeking employment on farms or wishing to make their career as farmers.

### **Typical modules include:**

- Animal Science and Crop Production Science
- Farm Business Organisation
- Dairy Production
- Beef Production or other production modules
- Leadership
- Chemical Fertiliser Application
- Maintenance of Farm Structures or Agricultural Mechanics

### **Location**

Agricultural Colleges and Teagasc Regional Education Centres

### **Applications**

Directly to an agricultural college or to a Teagasc Regional Education Centre.

### **Progression**

Advanced Certificate in Dairy Herd Management, Specific Purpose Certificate in Farm Administration, Higher Education at various Institutes of Technology.

### **Note**

This course does **not** meet the training needs as a Young Trained Farmer

## Advanced Certificate in Dairy Herd Management Level 6

### Duration

20 week of course work plus 12 weeks of work experience on dairy farm

### Entry requirements

Have completed the Level 5 Certificate in Agriculture or equivalent

### Course aims

The course provides in-depth knowledge of dairying and the dairy industry. It is designed to ensure that participants acquire the high level of technical knowledge on dairying.

### Key modules:

- Dairy Herd Management
- Ruminant Nutrition
- Applied Dairy Breeding
- Grass Management
- Grazing Platform Organisation
- Farm Business Planning
- Farm Management
- Farm Performance Measurement
- Environmental & Sustainable Farming

### Location

This course is offered at the Teagasc agricultural colleges at Ballyhaise (Co. Cavan), Clonakilty (Co. Cork) and Kildalton (Co. Kilkenny) and Teagasc supported private colleges at Gurteen (Co. Tipperary) and Pallaskenry (Co. Limerick).

### Applications

Directly to the colleges listed above

### Progression

Professional Diploma in Dairy Farm Management or Higher Education at various Institutes of Technology

### Note

This course meets the training needs as a Young Trained Farmer.

## **Teagasc Professional Diploma in Dairy Farm Management**

### ***Duration***

Two years, full time work experience on a dairy farm plus block release course work at Kildalton and Moorepark

### ***Entry requirements***

Advanced Certificate in Agriculture (Dairy Herd Management option) or other Advanced Certificate in Agriculture options or equivalent courses

### ***Course aims***

The programme equips future dairy farmers with the farm management knowledge, experience and skills to become successful managers (both on home farms and as farm managers). It is the recognised award for professional dairy farm managers in Ireland.

### ***Key modules:***

- Dairy Technology
- Dairy Farm Management
- Growing your Dairy Business
- Professional Work Experience

### ***Location***

This course is delivered by a team of highly specialised Teagasc staff including College Lecturers, Moorepark Research staff, with work experience on progressive dairy farms

### ***Applications***

Directly to Kildalton College

## Teagasc Education Contacts

### Teagasc Website

Comprehensive information on Teagasc courses, Research and Knowledge Transfer and Advisory services can be accessed at [www.teagasc.ie](http://www.teagasc.ie)

Teagasc Course Prospectus: can be accessed at: [http://www.teagasc.ie/publications/view\\_publication.aspx?PublicationID=3299](http://www.teagasc.ie/publications/view_publication.aspx?PublicationID=3299)

### Teagasc Colleges:

Teagasc colleges and private agricultural colleges will advise on education needs and career options

### Teagasc College Contacts:

- Teagasc Ballyhaise - phone: +353 49 4338108
- Teagasc Clonakilty - phone: +353 23 8832500
- Teagasc Kildalton - phone: +353 51 644400

### Private Agricultural College Contacts:

- Gurteen Agricultural College - phone: +353 67 21282
- Mountbellew Agricultural College - phone: +353 909 679205
- Salesian Agricultural College, Pallaskenry - phone: +353 61 393100

### Teagasc Professional Diploma Contacts

- Programme Co-ordinator (Marion Beecher) - phone: +353 25 42361 [http://www.teagasc.ie/training/courses/prof\\_dip\\_dairy\\_manage.asp](http://www.teagasc.ie/training/courses/prof_dip_dairy_manage.asp)
- Teagasc Kildalton - phone: +353 51 644400

### Teagasc Education Officers:

Each of Teagasc's 12 Advisory regions has one or more dedicated Education Officers.

[http://www.teagasc.ie/training/colleges\\_services.asp#training\\_centres](http://www.teagasc.ie/training/colleges_services.asp#training_centres)

## Teagasc Advisory and Research

Teagasc provides a comprehensive range of services to dairy farmers. These services allow dairy farmers to keep fully abreast of business and technology developments. Teagasc also provides continuous professional development (CPD) opportunities for dairy farmers through: workshops, short courses, events, seminars and national dairy conferences. Teagasc works very closely and effectively with other organisations (e.g. AHI, ICBF) and industry to ensure that dairy farmers are kept fully abreast of broader industry requirements. Teagasc's national networks of dairy discussion groups make a major contribution to dairy farmer CPD.

Teagasc Moorepark Animal and Grassland Innovation centre is one of the world's leading dairy research centres and specialises in pasture based systems of milk production. Research at Moorepark focuses on meeting the needs of a rapidly changing dairy industry and developing sustainable systems of milk production that will advance the competitive edge of Irish dairy farmers on the global market.

For advisory information see <http://www.teagasc.ie/areaunits/advisoryservices/>

For dairy research information see <http://www.agresearch.teagasc.ie/moorepark>



# Notes







# We're passionate about helping you make farming a success.

We are a team, based in agricultural communities. We're young farmers, experienced farmers and often come from farming backgrounds.



Connect at [ulsterbank.ie/agri](https://ulsterbank.ie/agri)



 **Ulster Bank**

Help for what matters

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 **RBS** Ulster Bank is part of the Royal Bank of Scotland Group

### Contact Details

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Fermoy,  
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