



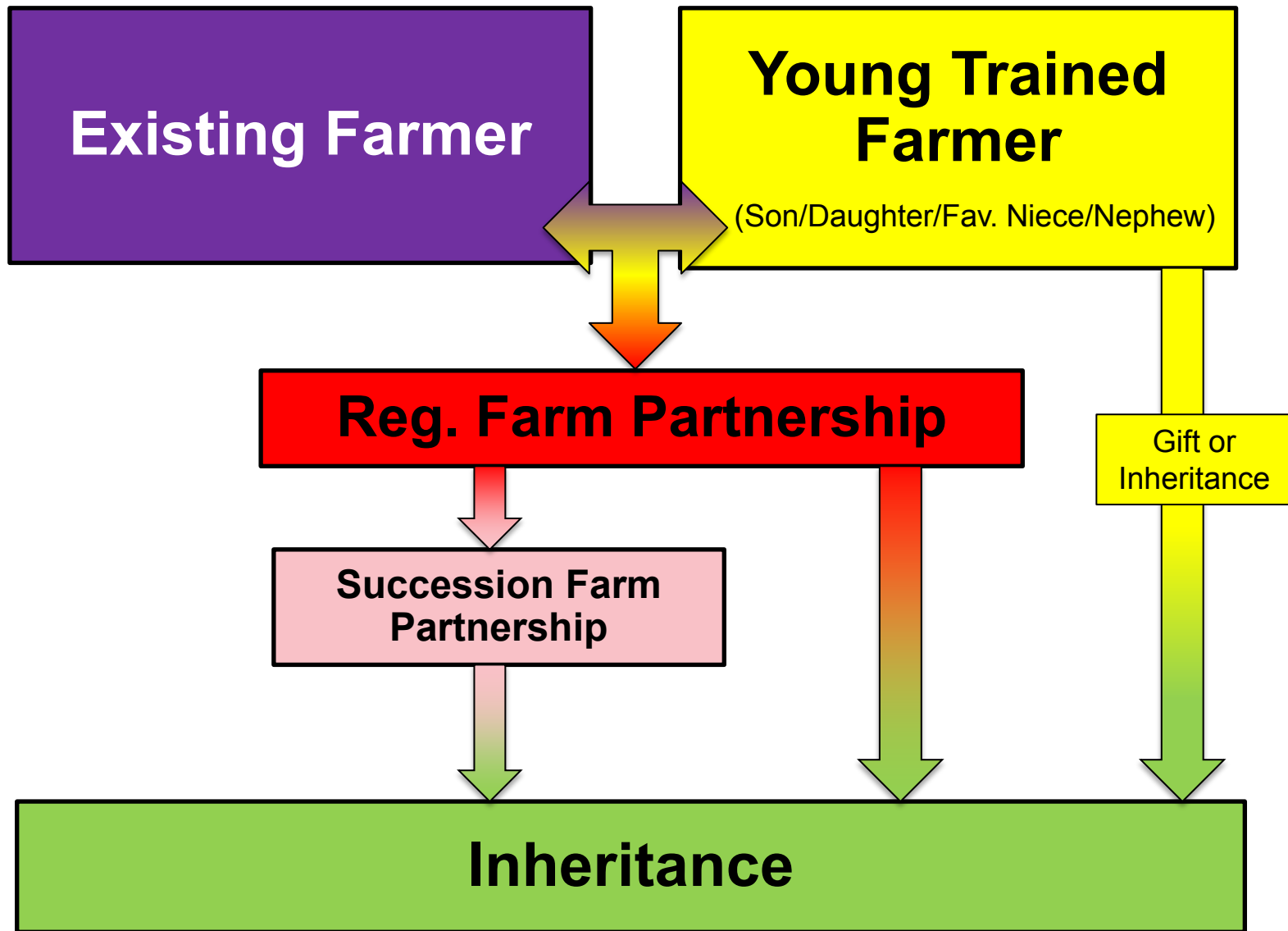
# Opportunities in Dairy Farming: Career Progression Pathways

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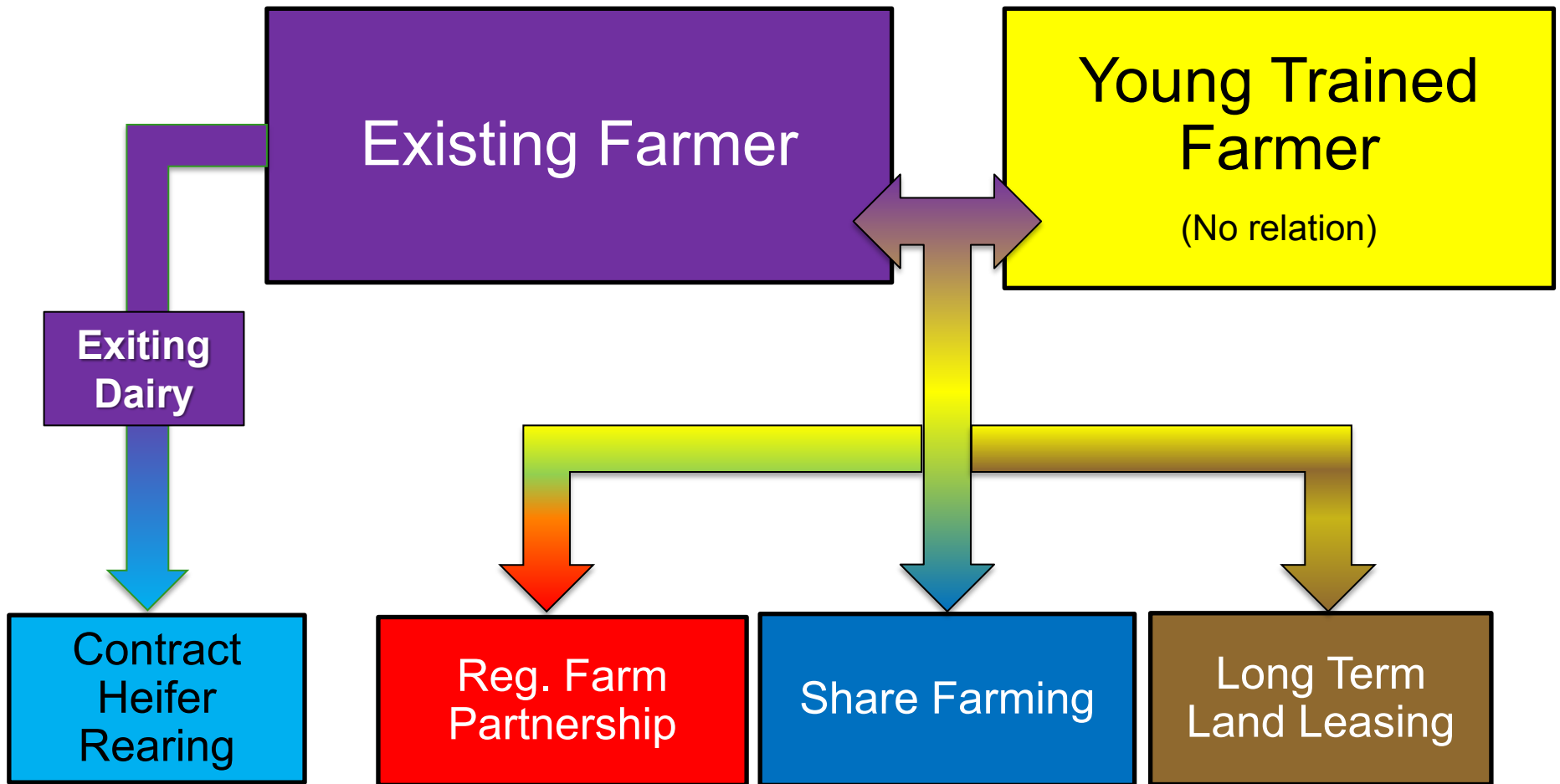
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# Career Progression Pathways: Family



# Career Progression Pathways: Non Family



# Career Progression Pathway: Partnerships

**‘The relation which subsists between persons carrying on a business in common with a view to profit’**

## Physical Benefits

- Increased skills available
- Sharing of work
- Improved efficiency
- Better work life balance
- Opportunity to increase scale
- Safer farms

## Financial Benefits

- Max. income at low income tax
- Stock Relief
- TAMS 11 Grant
- Basic Payment Scheme Incentives
- Collaboration Grant
- Succession Farm Partnership -  
€5,000 tax credit - 5 years



# Career Progression Pathway: Share Farming

- 2 separate business on one farm
- Agreement between land owner and share farmer
- Why?
- No identified successor (land owner)
- No access to land (share farmer)
- How?
  - Putting plan together
  - Operation phase
  - Exit plan



# Career Progression Pathway: Long Term Land Leasing

- Land leased for > 5 years
- Legal agreement stamped by Revenue
  
- **Benefits to Lessee**
  - Security of tenure
  - Justify financial investment
  - Additional facilities
  
- **Benefits to Lessor**
  - Opportunity to step back
  - Improvements/Investment into land
  - Income tax incentives





# Career Progression Pathway: Contract Heifer Rearing

## ■ Benefits to Dairy Farmer

- Simplify the system
- Additional land, labour, facilities
- Work/Life Balance

## ■ Benefits to Contract Rearer

- Reduces exposure to volatile beef prices
- Regular cash flow
- Less investment in livestock



# Career Progression Pathway: Summary

- Collaborative Arrangements are Business Arrangements
- There are many different options available
- Assess what is best suited to your needs
- Trust, flexibility and good communication are critical to success