



# Training in the feedlot industry – new trends and directions

Paddock to Plate – National Training Conference 2015

Bridget Peachey

Manager, Policy and Projects



# Presentation overview

1. Introduction to ALFA and the feedlot industry
2. Overview of current industry training opportunities
3. Where to next?







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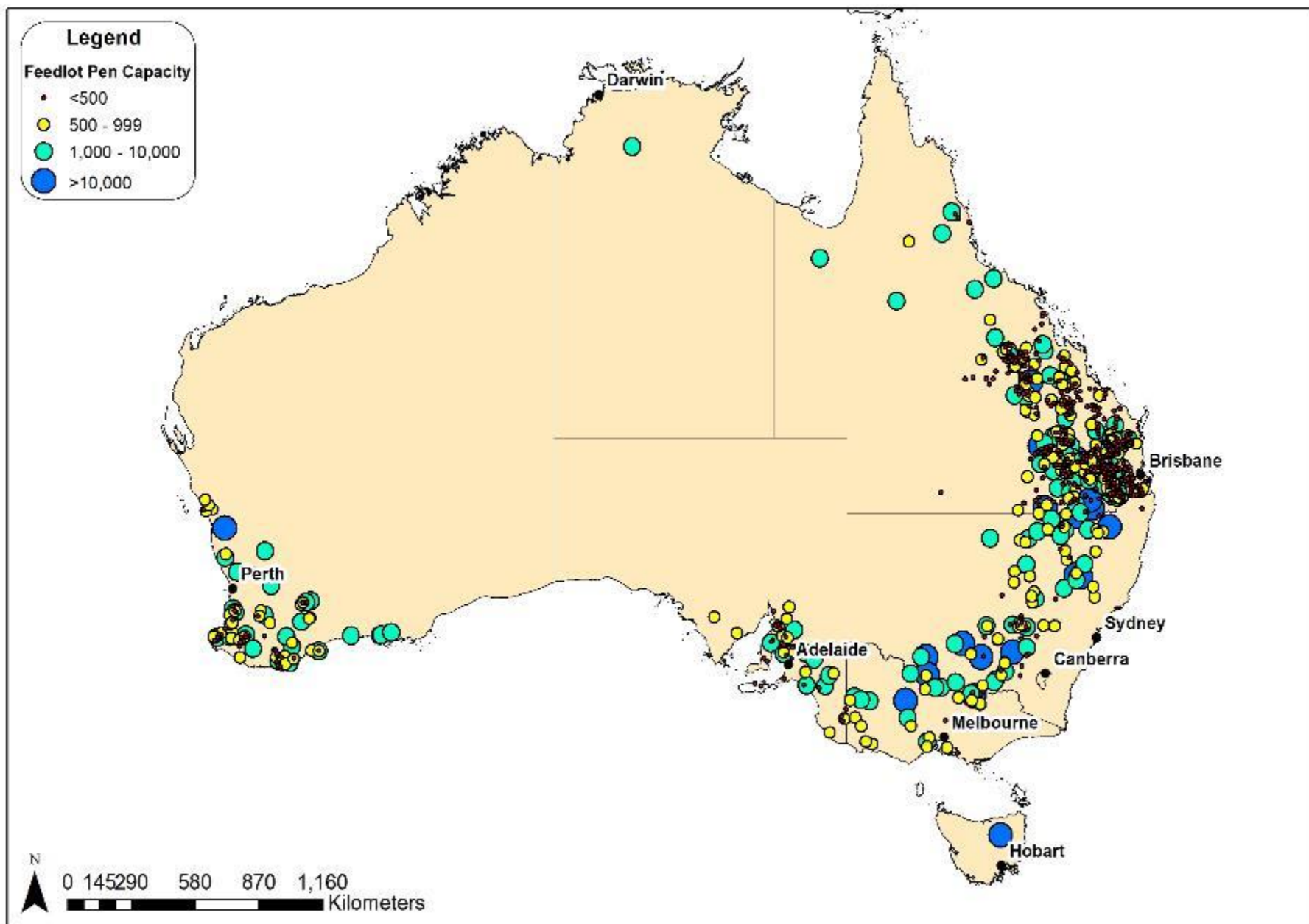
**The peak national organisation that represents and promotes the interests of the cattle feedlot industry in Australia**





# The Australian cattle feedlot industry

- Comprises approx **400** accredited feedlots with capacities ranging from 10 head to over 50,000 head (total capacity 1.1 million head).
- **55%** of feedlot capacity is in Qld, 30% in NSW with the remainder split between Victoria, Western Australia, South Australia and Tasmania (1).
- Largest **20%** of feedlots contribute 80% of total industry capacity.
- Has only **2-3%** of total cattle numbers at any one time but contributes 30 - 40% of total beef production and 80% of beef supplied to domestic retailers.
- **96%** of feedlots are family owned.







# Feedlot cattle management

Time spent on  
pasture 85 -90%

Time spent on a  
feedlot 50 – 120 days

Daily monitoring

Animal nutritionists

Consultant  
veterinarians





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# National Feedlot Accreditation Scheme



- Demonstrates the robustness, integrity and credibility of feedlot systems.
- Delivers continual industry improvement on matters such as animal welfare, environment and food quality and safety.









## Demographics of feedlot staff

Young

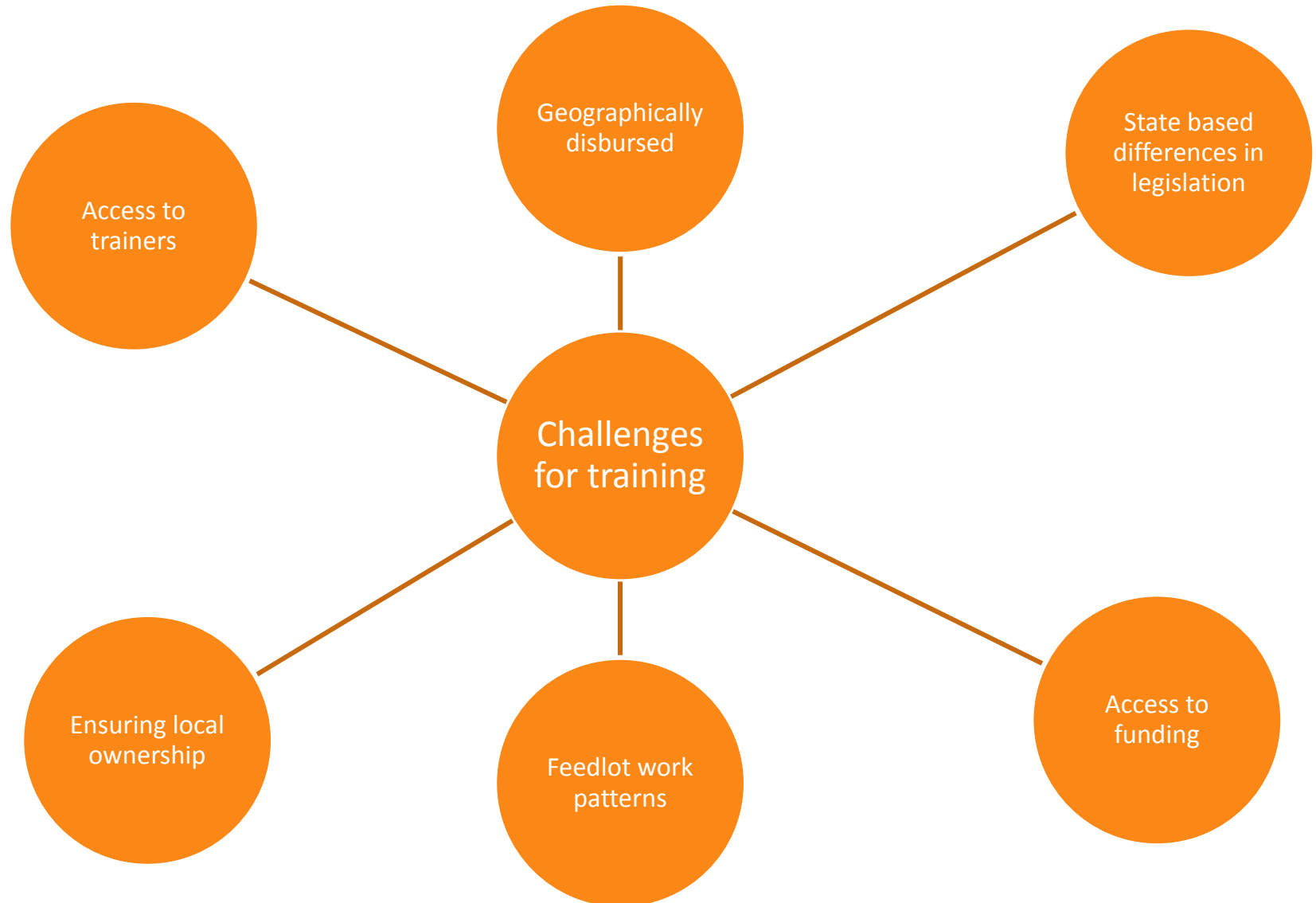
Innovative

Proactive

Adaptive

Process  
driven

Co-  
operative





# Current training opportunities

FORMAL (ACCREDITED) TRAINING	INFORMAL (NON-ACCREDITED) WORKSHOPS
Certificate III – Feedlot Operations AHC33311	Nutrition & Milling (2010, 2012, 2014)
Chemical Accreditation incl. optional animal health treatment module	Animal Health and Welfare (2011, 2013)
Animal Welfare Officer Skill Set MTMP2010A MTMP414A	Environment (2013)
	Work Health & Safety (2014)
	Heat Load (2014)
	Margin (business) and People Management (annual since 2008)





# Formal (accredited) training

## Three models

1. **Certificate III - Feedlot Operations:** Content developed by an RTO in partnership with industry; training and assessment delivered by an RTO; with limited on-going involvement from ALFA.
2. **Online Chemical Accreditation Course:** Content developed by an RTO in partnership with industry; training and assessment delivered by an RTO independent to ALFA – ALFA members get a discount.
3. **Animal Welfare Officer Skill Set:** Content developed and training delivered by industry; assessed by an RTO.



## Certificate III - Feedlot Operations

- A form of the training was first delivered in 2002 to a single feedlot, officially launched in 2006
- Training package developed with TAFE New England in recognition that industry needed a consistent flexibly delivered, nationally recognised qualification.
- Resources developed by MLA and TAFE New England and owned by industry.
- Training delivered by TAFE New England under a MoU.





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## Certificate III - Feedlot Operations 2015

# PROMOTION





**Smith & Georg**  
TRAINING & CONSULTING

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# Online Chemical Accreditation

- The Chemical Accreditation course addresses the four national units of competency:
  - AHCCHM303A – Prepare and apply chemicals.
  - AHCCHM304A – Transport, handle and store chemicals.
  - AHCCHM201A – Apply chemicals under supervision
  - AHCCHM101A – Follow basic chemical safety rules.
- The course complies with relevant requirements under (1) NFAS; (2) Livestock Production Assurance (LPA), and (3) the legal requirements for accreditation of chemical users in all states.



# Animal Welfare Officer Training - background

- Initially led by the National Meat Industry Training Advisory Council (MINTRAC) in 2012.
- To develop an effective, industry-led and accepted delivery system for basic stock handling training and animal welfare at feedlots.
- Animal Welfare Officer Skills Set – units of competency:
  - MTMP2010A – Apply animal welfare and handling requirements
  - MTMP414A – Oversee humane handling of animals
- Material developed by MINTRAC with well respected industry vets and technical advisors and refined through Train the Trainer workshops.
- Pilot training courses delivered to a number of key feedlots with strong support.



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# Animal Welfare Officer Training

- One and half day training with a combination of classroom training and practical feedlot visit followed by a post course assessment process.
  - Day 1 am: Classroom training
  - Day 1 pm: Feedlot visit
  - Day 2 am: Classroom training.
- Participants must successfully complete the on-site assessment within two months of the course to gain accreditation.
- The cost of the training is being both met by participants with additional sponsorship from MLA and Elanco (dinner).

**Southern  
Queensland**  
Institute of **TAFE**







# Animal Welfare Officer Training

LOCATION	DATES	Numbers enrolled (20 March)
TINTINARA – SA	16 & 17 March	11
TOOWOOMBA – QLD	24 & 25 March	75
COMET – QLD	26 & 27 March	12
WAGGA WAGGA - NSW	30 & 31 March	25
MOAMA - NSW/VIC	9 & 10 April	16
TAMWORTH - NSW	13 & 14 April	25
CUNDERDIN - WA	16 & 17 April	10



## Feedback from first AWO course

100%



# Next steps for AWO Training

Review and  
update

Implement  
on-going  
process

Train the  
trainer





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# ALFA Workshops





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# “Building Business Skills for the Future”





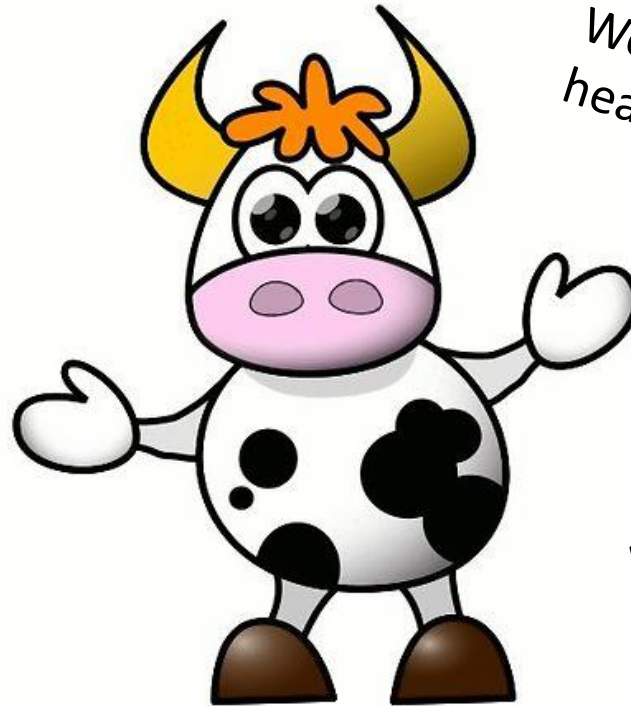
# Future workshops

Animal health and  
welfare updates

Webinar with processors on  
heat load

Nutrition and Milling

Research & Development  
outcomes







# Career & Leadership Development



Australian Rural Leadership Program: for established leaders

TRAIL: for emerging leaders



**TESS HERBERT**

*Eugowra, NSW*

Australian Lot Feeders Association

Tess is a partner in three grain-fed cattle enterprises in NSW. She is an elected Councillor with the Australian Lot Feeders Association and chairs the Feedlot Management Committee. With an interest in quality assurance and community awareness of cattle feedlotting, Tess has spent the last ten years in operational and strategic management of the three feedlot businesses. She holds a Bachelor of Arts, a Graduate Diploma in Education and a Master of Letters (Literature).

2012/13



**JAMES PALFREMAN**

*RIVERVIEW, QLD*

Australian Lot Feeders Association

James is based in Brisbane and has spent the last 20 years living and working in the feedlot industry in rural NSW & QLD. He is currently Manager, Feedlots for JBS Australia, where he is responsible for grain-fed beef production across multiple sites in several states. Along with his wife he also runs a small beef backgrounding property in NSW. James holds an Honours degree in Agricultural Science and an MBA in Agribusiness.

2013/14





# Training awards and recognition



- Zoetis Education Medal
  - demonstrated excellence in feedlot operation skills and who is enrolled in or has graduated from Cert III – Feedlot Operations
- Sponsor a Student
  - ALFA, with the support of ALFA Associate Members, provides scholarships to currently enrolled university students to assist them to attend our major Conferences - BeefEx and BeefWorks.



## “Sponsor a Student” Scholarships

“BeefEx was a great experience, without the student scholarship provided by ALFA it would not have been possible for me to attend.... I was able to engage people one on one and ask questions in a forum environment... BeefEx has played a vital role in honing my career choices”

“The sponsorship ...helped me to attend BeefWorks, which enabled me to network with future prospective employers, organise work experience, learn about new and exciting technologies, expand my knowledge of the feedlot industry and reinvigorate my passion to become involved in the Australian red meat industry.”

“The chance to meet industry leaders and gain contacts was invaluable. Already I feel that I have an edge on all other graduates considering the lot feeding pathway.”



# Ag & Vet Student Placements

- ALFA and MLA are looking to work with a number of universities and the Australian Cattle Vets to formalise a process to match agriculture and veterinary students with workplace or holiday placements.
- To encourage potential future feedlot staff and service providers (e.g. vets and animal nutritionists).
- To ensure as many as possible future vets, ag scientists, policy developers, have a better understanding of the feedlot industry.



# Future directions for ALFA - 2014

ALFA to play a greater role in the provision of training for the industry:

- Improve the quality of training by ensuring industry has access to more formal (accredited) training options.
- Improve the promotion of training.
- Greater understanding and support for member's access to funding (if and where available).
- Expand the services ALFA offers its members.
- Diversify income generation options.

What are the best options available for ALFA to get more involved in industry training?





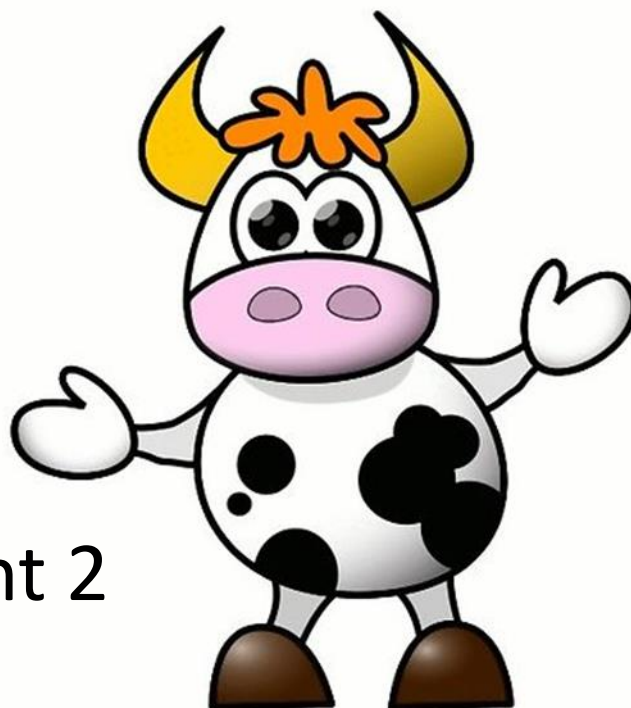
	Pros	Cons	29
Become a registered RTO	<ul style="list-style-type: none"> <li>ALFA can control the content, delivery and promotion of feedlot training</li> </ul>	<ul style="list-style-type: none"> <li>Upfront and on-going administrative costs</li> <li>Employment and management of trainers and administrative staff</li> <li>Administrative burden</li> <li>Professional liability risks</li> </ul>	
Retain Status Quo	<ul style="list-style-type: none"> <li>ALFA can focus on core business</li> </ul>	<ul style="list-style-type: none"> <li>Less control over the content, delivery and promotion of feedlot training</li> <li>No potential revenue generation opportunities</li> </ul>	
Partner with a RTO	<ul style="list-style-type: none"> <li>ALFA can focus on core business</li> <li>Direction over the content, delivery and promotion of feedlot training</li> <li>Still some income opportunities through training</li> </ul>	<ul style="list-style-type: none"> <li>Reduced potential revenue generation opportunities</li> <li>Will need to ensure RTO(s) share same views, objectives and commitment to industry training</li> </ul>	



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## What next??

Margin and  
People  
Management 2



Quality Assurance  
Officer accreditation



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# Margin and People Management 2 ?

Workshoring  
needs

Map against  
current units of  
competency

Develop and  
deliver a  
training  
package



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# Training in the feedlot industry – summary

- There are a range of different training opportunities available for lot feeders.
- There is a trend towards feedlot support for formal competency based training.
- ALFA is keen to work with RTOs to ensure the training offered meets industry needs, is nationally consistent and is of a high quality.

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