

DRAFT NEW TRADE

DAIRY SPECIALIST

(Time-Based)

APPENDIX A

O*NET CODE 45-2093.00

This training outline is the current standard of work for work processes and related instruction. Changes in technology, regulations, and safety and health issues may result in the need for additional on the job training or classroom instruction.

The dairy specialist is a three-year apprenticeship. The role can include managing calf barns, sick pens and birthing facilities, and adult cow facilities.

WORK PROCESSES

	<u>Approximate Hours</u>
A. <u>Health and Safety</u>	500
1. Safety Compliance.	
2. Handling Hazardous Materials.	
3. OSHA Safety Regulations.	
B. <u>Animal Handling</u>	200
1. Safely handle animals in compliance with animal welfare standards and industry/farm related protocols.	
C. <u>Basic Equipment Operation</u>	300
1. Setup, adjust, and troubleshoot equipment and machines.	
2. Clean and sanitize milking and farm equipment according to regulations.	
3. Operate farm equipment including but not limited to skidsteers and tractors.	
4. Perform basic repair of equipment.	
D. <u>Herd/Calf Management</u>	2500
1. Assess/monitor animals for health and illness.	
2. Treat and care for treatment of sick of lame animals.	
3. Handle and restrain animals according to industry protocols.	
4. Feed animals based on life stage nutritional needs.	
5. Analyze herd production records and data to improve milk production and cow care.	
6. Maintain/improve herd health through best practice.	
7. Assist the veterinarian with herd health checks.	

8. Oversee vaccination protocols.
9. Oversee animal care testing/protocols including blood draws, ketosis testing, genomic sampling, tagging, dehorning.
10. Assist in the general care and maintenance of the animals as needed but not limited to cleaning, bedding, and feeding.
11. Track weaning and feeding dates.
12. Assess animal locomotion and hock scoring.

E. Animal Reproduction 2300

1. Monitor reproduction data.
2. Artificially inseminate cows.
3. Maintain estrous synchronization program.
4. Train others in artificial insemination.
5. Assist in calving.
6. Manage fresh cows.
7. Assess dry cow dates and treat dry cows.
8. Assist with newborn calf care and colostrum management.

F. Business Management 200

1. Utilize farm software to enter, interpret, and assess herd data.
2. Assist with training new hires and/or interns.
3. Perform inventory assessments.
4. Manage farm accounts.

Total Hours		6,000

Apprenticeship work processes are applicable only to training curricula for apprentices in approved programs. Apprenticeship work processes have no impact on classification determinations under Article 8 or 9 of the Labor Law. For guidance regarding classification for purposes of Article 8 or 9 of the Labor Law, please refer to https://www.labor.ny.gov/workerprotection/publicwork/PW_faq1.shtm

DAIRY SPECIALIST

APPENDIX B

RELATED INSTRUCTION

Safety

- Sexual Harassment Prevention Training – MUST comply with Section 201-g of the Labor Law
- Proper animal handling and restraint
- Animal welfare
- Recommended OSHA 10 hour or 30 hour course
- General workplace safety
- Proper use of Personal Protective Equipment (PPE)
- Fall protection
- Ladder Safety
- Proper lifting techniques
- Right to Know/Safety Data Sheets (SDS)
- Annual hazard material communication training
- Fire extinguisher training
- Equipment safe operation practices
- Confined space training
- Safety around working machines
- Proper storage, handling, and administration of biological and chemical substances including government agency compliance
- Emergency response training

Animal Health

- Basic Nutrition Management
- Assess and select appropriateness of feeds
- Monitor and assess feeding quantities, including dry matter
- Maintain feed records and information
- Young stock management
- Biosecurity
- Assess animals for behaviors that indicate illness
- Monitor body condition of animals
- Hoof and hock assessment
- Follow protocols to properly tag, dehorn, blood test animals
- Establish and maintain vaccination protocols

Food Safety

- Follow cleaning and sanitizing protocols to manage the milk environment
- Manage milk quality

Milk cows according to health and safety protocols
Multi-Cultural Communications

Spanish or other foreign language
Multi-cultural Awareness

Reproduction

Genetics
Basic anatomy and physiology
Estrous cycles and synchronization programs
Heat monitoring and evaluation
Record Keeping

Mechanical Skills

Basic robotics
Automation
Basic mechanical repair
Troubleshooting
Equipment Operation: tractor, skidsteer operation

Computer Skills

Basic networking
Excel
Data analysis

Management Skills

Self-management and interpersonal skills
Continuous improvement methods
Professional etiquette/communication with the public
Supervisory leadership
Project management

Business Skills

Farm business management including farm profitability
Purchasing
Inventory management

Other Workplace Skills

Problem Solving and critical thinking
Teamwork
Sexual harassment prevention training
Self-motivated
Techniques in workplace efficiency/time management
Effectively communicate with consumers about practice and protocols
Animal industry knowledge and awareness training

Other Academic Based Skills

Fundamentals of mathematics including adding, subtracting, multiplication, division, and basic measurements

Technical reading and writing

A minimum of 144 hours of Related Instruction are required for each Apprentice for each year.

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