Enhancing people capability within the sheep, beef and deer industry

SHEEP, BEEF AND DEER PROGRAMMES
As a not-for-profit organisation, we are driven by a bigger ideal: to grow New Zealand through people. Our core purpose is to work with businesses in the primary industries to grow the capability of their people.

We do this through applied learning. Training and assessment is designed to take place in the workplace which enables employees to learn on-the-job, while gaining real-world industry experience. Our learning zone is vocational skills from Level 2 which are foundation practical skills through to management skills at Levels 5 and 6.

So much of who we are, how we live and where we’re going, is connected to the land. It’s a central part of what it means to us. Our land is the foundation of our primary sector, but this country’s serious growth will come from people—those who are guardians of the land, produce food from it and innovate every conceivable connection to it. These are the people Primary ITO is here to grow.

It’s about dialling up talent and attitude, knowledge and skills. The desire to ask what’s next, then stepping up and creating it. It’s about combining science and technology, hard work with smart thinking and growing a global view of our local ambition.

Primary ITO is on the ground working with individuals, businesses, communities and industry. We’re in high-tech production facilities, on farms and orchards, in the shed and at the kitchen table, all around New Zealand.

We’re coaching and teaching and sharing the knowledge, building confidence, ambition and capability— with a desire to do much more than turn the wheel. We want to power up the entire engine.

We set the national standards for more than 250 qualifications across agriculture, horticulture, food processing, seafood, equine and sports turf industries. In over 30 primary sectors we work with industry bodies, businesses and dedicated people who want to do better.

Tēnā koutou e ngā waka, e ngā reo, e ngā mana, koutou ngā uri o ngā kāhuī maunga, me ki ngā tongi kōrero o ngā awaawa huri noa i te motu, te iti me te rahi, ngā whanaunga me ngā piringa karanga maha, he mihi mahana ki a koutou katoa.
Nau mai haere mai ki tēnei kaupapa o tātou.
New Zealand’s sheep and beef sector is going places, and our farmers are only able to be world-leading sustainable producers of premium grass-fed red meat thanks to the training and development opportunities that exist for those who work in the sector.

To keep our competitive advantage with our globally unique farming systems, we’ve been investing in the capabilities of everyone involved in the sector, and ensuring there’s clear pathways for those thinking of making their career in the sheep and beef sector.

The sector has an incredibly diverse range of opportunities within it too. With a range of challenges facing the sector, including the rise of alternative proteins, the need to continually improve productivity and environmental performance, and technology opening up exciting new opportunities, practical on-farm skills and management training forms the backbone of a career that can be as varied and interesting as you want it to be.

It’s a career that’s not just limited to local shores either. The knowledge and expertise of those involved with New Zealand’s sheep and beef sector is in high demand globally as the world embraces environmentally sustainable farming systems and wants more of our pasture-raised, free range, GMO and hormone free beef and lamb.

There’s a bright future ahead for the sheep and beef sector as it continues to be one of the engine rooms of our economy, and we need driven, ambitious, and qualified people to help us achieve the very best outcomes for New Zealand.

Deer farming in New Zealand is at an exciting crossroads. It’s a young industry – less than 50 years old – and is firmly established as a profitable livestock sector that works in well with sheep and beef.

The main product from deer – venison – is in strong demand, not only in the traditional seasonal markets of northern Europe, but also in fast-growing year-round new markets such as the United States and Asia. Velvet antler and other co-products also find ready markets at good prices, especially in Korea and China. As well as being used in traditional oriental medicine, there is burgeoning demand for velvet as an ingredient in modern healthy food products.

Deer are unique and very special animals, strongly seasonal with plenty of personality and intriguing patterns of behaviour that require skilled management. They thrive in most New Zealand livestock farming environments.

As the industry matures and grows, it is actively seeking to attract and train more young people to work with deer.

In addition to good stockmanship skills, deer farmers are looking for people who can help utilise new technologies to record and monitor deer performance.

Since 2013, the New Zealand Deer Farmers’ Association has run an annual two-day “Next Generation” programme to give newcomers to the industry a deeper understanding of deer farming and to create networks of enthusiastic young people who share a love of deer.

There is also a range of formal qualifications (including one co-funded through MPI’s Sustainable Farming Fund) available through Primary ITO. These can help young people on a training pathway to a rewarding career in deer farming – both as part of broader qualifications and as a deer-focused programme.

New Zealand deer farmers look forward to welcoming young people with these qualifications and experience into the industry.
Why training matters

BUSINESS BENEFITS

- Make smarter business decisions
- Take control and manage risks
- Motivate and retain good employees
- Protect your bottom line

TRAINEE BENEFITS

- Improve their skills and confidence
- Earn while they learn
- Move up the career ladder faster
- Stand out from the crowd

Literacy and Numeracy support for Primary ITO trainees and employers.

Make a positive impact on your business by increasing the capability of your employees.

By assessing and supporting literacy and numeracy skills across your team you will increase the profitability and productivity of your business.

Supporting your employees will increase their engagement, compliance, health and safety and staff retention. For more information, talk to your local Training Adviser.

Literacy and numeracy assessment

We can assess your whole team for literacy and numeracy competence and provide advice and tools to increase competency.

Mentor Programme

We have over 400 mentors providing learning support at all levels of training. As well as literacy and numeracy assistance, our mentors help with confidence building and motivation. Located all over New Zealand, they work with learners one on one during class and at local study nights.

In house mentors

We can train up a group of mentors to support their colleagues. The training is workshop based and provides a good grounding for peer mentoring.

Workplace literacy programmes

We can advise and support your business to access the workplace literacy fund. This fund will enable you to increase the literacy, numeracy and communication skills across your whole business. The fund provides support in the manner of 25-80 hours of free literacy provision in the context of your workplace.

Dyslexia Support

We have a free screening service and programme to support people with dyslexia. We provide information and access to learning tools including reader/writer support, reading pens, speech recognition computer software and phone apps.

Study nights/study groups

We recommend study nights as a way for learners to set aside time to focus on the theory side of their qualification. Primary ITO field teams hold study nights around the country. We can support a large business to create their own study groups at a time that will suit the business.
### Sheep and Beef Sector Demographics

**AGE & GENDER**
- Sheep & Beef Farming Workforce: 51% Average age, 29% School leavers, 18% Female workers.

**ETHNICITY**
- Sheep & Beef Farming workforce: 91% European, 8% Māori, 1% Pasifika.

**PLACE OF BIRTH**

**QUALIFICATIONS**
- Sheep & Beef farmers are working in a role equivalent to a Level 4 qualification. 37% of the Sheep & Beef farming workforce hold qualifications in the ‘Agriculture, Environmental and Related Studies’ field.

**Facts**
- 4,336 Māori/Whānau employed.
- 3,084 Pasifika.
- 2,852 School leavers.
- 4,380 Canterbury.
- 3,042 Shepp.

### Deer Sector Demographics

**AGE & GENDER**
- Deer Farming Workforce (Data from 2013 Census): 71% Average age, 4% School leavers, 39% Female workers.

**ETHNICITY**
- Deer Farming Workforce: 91% European, 5% Māori, 0.2% Pasifika.

**PLACE OF BIRTH**

**QUALIFICATIONS**
- Deer farmers are working in a role equivalent to a Level 4 qualification. 60% of deer farming workforce are working in a role equivalent to a level 4 qualification.

**Facts**
- 77 School leavers.
- 82 Canterbury.
- 214 Southland.
- 269 Otago.

### Top Employment by Region

- **Sheep & Beef**
  - Canterbury & Manawatu-Wanganui had the highest amount of jobs filled in 2018.

- **Deer**
  - Canterbury & Southland had the highest amount of jobs filled in 2018.

Statistics have been sourced from Infometrics, 2006 and 2013 Census data, and Primary ITO trainee information. Current as at August 2018.
Sheep, Beef and Deer Learning Pathway

A career in the sheep, beef and deer industries offer many opportunities – and a key motivator of driving workers to learn is to provide them with opportunities to increase their knowledge and progress their career. The following learning pathway highlights the development opportunities available to graduates of sheep, beef and deer qualifications.

<table>
<thead>
<tr>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
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<tbody>
<tr>
<td>NZ Certificate in Primary Industry Skills (Agriculture)</td>
<td>NZ Certificate in Agriculture (Pastoral Livestock Production) Ref: 2217 Credits: 40</td>
<td>NZ Certificate in Agriculture (Sheep and/or Beef) (Breeding or Non-Breeding) Ref: 2212 Credits: 100-120</td>
<td>NZ Certificate in Primary Industry Production Management Ref: 2211 Credits: 70</td>
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<td>NZ Certificate in Agriculture (Livestock Husbandry - Sheep or Beef or Deer) Ref: 2214 Credits: 70</td>
<td>NZ Certificate in Business (Introduction to Team Leadership) Ref: 2453 Credits: 48</td>
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<td>NZ Diploma in Agribusiness Management Ref: 2231 Credits: 150</td>
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<td>NZ Certificate in Agriculture (Pastoral Livestock Production)</td>
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<tr>
<td>NZ Apprenticeship in Agriculture (Sheep/Beef only) Pastoral Livestock Production (Level 3) and Breeding or Non-Breeding (Level 4) or Breeding (Level 4) only</td>
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</table>
ROLE DESCRIPTION

JUNIOR SHEPHERD
- Role under full supervision.
- Assist with day-to-day operational tasks on farm including animal handling, animal health and welfare and vehicles.
- Expected to participate safely and effectively in the workplace.

FARM GENERAL
- Role description
- Variable experience depending on business needs.
- Can work unsupervised or support the team with basic farm system operations.

SHEPHERD/HEAD SHEPHERD
- Role description
- Requires limited to no supervision.
- Completing and often taking responsibility for day-to-day tasks on farm.
- As experience grows, may be responsible for some junior staff and their day-to-day responsibilities.

TRAINING OPPORTUNITIES
- Industry Standard Programmes
- NZ Certificate in Primary Industry Skills
- NZ Certificate in Agriculture (Pastoral Livestock Production) (Level 3)
- NZ Certificate in Agriculture (Breeding or Non-Breeding) (Level 4) as Head Shepherd

STOCK/BLOCK MANAGER
- Role description
- Responsible for supervision of junior shepherds/farm generals and contractors under broad guidelines.
- Able to develop, implement and monitor farm plans for livestock health, breeding and benchmark stock performance.
- Produce regular management reports on day-to-day activity.
- Responsible for day-to-day management of shepherds.
- Able to analyze information and make recommendations for action.

FARM MANAGER
- Role description
- Supervisory role.
- Responsible for meeting farm goals, including all aspects of production, stock, environmental and staff management.
- Should be involved in the budgeting process, but not set the budget.

BUSINESS MANAGER
- Role description
- Strategic role.
- Responsible for meeting overall business goals, including, agreeing farm goals with farm owners, planning, reviewing execution and reporting against the farm plan.
- Managing farm farming management.
- Responsibilities over all areas including budgeting, targets and resource requirements.
- May be responsible for multiple farms or be part/full owner of the business.

TRAINING OPPORTUNITIES
- Industry Standard Programmes
- NZ Certificate in Primary Industry Skills
- NZ Certificate in Agriculture (Pastoral Livestock Production) (Level 3)
- NZ Certificate in Agriculture (Breeding or Non-Breeding) (Level 4) as Head Shepherd

The most important resource on your farm, is you and your team.
Visit rural-support.org.nz or farmstrong.co.nz for guidance on how to ‘get through’ during the tough times.
Meet the team

Our team is committed to enhancing people capability within the sheep, beef and deer industries. We are focused on building pathways, growing career opportunities and increasing the value of on-job education and training to individuals and the broader industry.

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Sheep, Beef and Deer Cadetships are structured pathways encompassing both formal and non-formal learning on various properties throughout New Zealand. Each property has its own individual requirements and aligns their requirements with Primary ITO qualifications that will provide the best outcome for the business, trainee and farm owner/manager.

These structures require trainees to learn both the practical and theory skills within their workplace environment, and to work in with seasonal happenings and requirements on farm.

Cadetships encompass more than just qualifications, they generally wrap around the whole employment agreement that is in place.

_Whāia te iti kahurangi ki te tūohu koe me he maunga teitei_
Seek the treasure you value most dearly: if you bow your head, let it be to a lofty mountain.
NEW ZEALAND APPRENTICESHIPS

Sheep and beef New Zealand Apprenticeships are based on the completion of a level 3 and/or level 4 New Zealand Certificate programme that can take anywhere from two and a half years, to three years to complete.

Our Training Advisers visit each apprentice four times per year to mentor, set and review goals with the trainee and verifier.

Our apprenticeship programmes are highly regarded throughout the industry and are formally recognised. There are nine programmes currently available.

How it works

NZAs are formal work-based training programmes intended to produce graduates who are fully competent in their occupation. An apprentice must be realistic about their intention to work in the sheep and beef industry and whether it is the right choice for them.

A potential apprentice should already have been working in the industry long enough to understand the requirements of the qualification before signing up.

Primary ITO is responsible for facilitating an apprentice’s training and will support both the apprentice and the employer throughout the apprenticeship.

Criteria

• An apprentice must be employed in the occupation for which they are training.
• Apprentices need to understand the responsibilities and requirements of their employee agreement.
• Employers need to be committed to supporting an apprentice throughout the duration of the apprenticeship programme.
• Throughout the programme, an apprentice must be supported by a training plan agreed by the apprentice, the employer and Primary ITO.

Contact your local Primary ITO Training Adviser on page 5 for more information.
New Zealand Certificate in Primary Industry Skills (Agriculture) (Level 2)

Recommended for
Those new to the agricultural industry

Programme duration
7 months

Training days
This depends entirely on the units selected. If units selected are all on job, then there will be no course days. If vehicles are selected, then off job training days are required.

Credits
40 credits

Qualification reference
2218

Description
With support and supervision, you’ll learn to complete a range of livestock farming production tasks, safely and efficiently.

This qualification is designed to enable the recognition of entry level skills and knowledge needed within the agriculture industry. Learners can apply skills and knowledge in a livestock farming context to meet the outcomes. Learners are able to tailor the programme content to suit their individual needs with the health and safety units being the only compulsory element of the certificate.

Learning outcomes
Qualification graduates will be able to:
• Carry out a range of seasonal production tasks working under close supervision.
• Use safe work practices in the workplace.

Qualification requirements
Graduates will be awarded with a New Zealand Certificate in Primary Industry Skills (Agriculture) (Level 2).

Credit summary

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See Appendix A for a list of Unit Standards.

Recommended for Those new to the agricultural industry
Programme duration 7 months
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See Appendix A for a list of Unit Standards.

Recommended for Those new to the agricultural industry
Programme duration 7 months
Training days This depends entirely on the units selected. If units selected are all on job, then there will be no course days. If vehicles are selected, then off job training days are required.
Credits 40 credits
Qualification reference 2218

Description
With support and supervision, you’ll learn to complete a range of livestock farming production tasks, safely and efficiently.

This qualification is designed to enable the recognition of entry level skills and knowledge needed within the agriculture industry. Learners can apply skills and knowledge in a livestock farming context to meet the outcomes. Learners are able to tailor the programme content to suit their individual needs with the health and safety units being the only compulsory element of the certificate.

Learning outcomes
Qualification graduates will be able to:
• Carry out a range of seasonal production tasks working under close supervision.
• Use safe work practices in the workplace.

Qualification requirements
Graduates will be awarded with a New Zealand Certificate in Primary Industry Skills (Agriculture) (Level 2).

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See Appendix A for a list of Unit Standards.
New Zealand Certificate in Agriculture
(Livestock Husbandry – Sheep or Beef or Deer)
(Level 3)

Description
This is a comprehensive husbandry programme where you’ll learn skills involved in the complete livestock lifecycle (with strands in sheep, or beef, or deer). From understanding the reproductive process to birth, weaning, selection and through to sale – you’ll be involved in every aspect of the process. You’ll also dig deeper into the anatomy and physiology, protecting and treating stock to maintain peak health.

Topics covered:
• Understand livestock reproductive processes and practices.
• Assist with key on-farm tasks associated with mating and mating management.
• Assist with key on-farm tasks associated with lambing, calving or fawning.
• Understand the principles of livestock selection and culling.
• Understand livestock anatomy, physiology and behaviour.
• Assist with recognition and treatment of relevant livestock health issues.
• Assist with implementation of prevention livestock health programmes.
• Understand biosecurity issues relating to livestock.
• Assist with rearing of lambs, calves or fawns from birth until weaning or sale.

Recommended for
People with some experience (1-2) years in the sheep, deer or beef industries. Junior and intermediate, or Shepherd General.

Programme duration
12 months

Training days
• Eight class days at 5/6 hours (57 hours).
• Four on-farm structured field trips/industry days (2.5 hours each) or condensed to block delivery.

Credits
70 credits

Qualification reference
2214

Qualification requirements
Graduates will be awarded with either:
• New Zealand Certificate in Agriculture (Livestock Husbandry – Sheep) (Level 3); or
• New Zealand Certificate in Agriculture (Livestock Husbandry – Beef) (Level 3); or
• New Zealand Certificate in Agriculture (Livestock Husbandry – Deer) (Level 3)

Credit summary
See Appendix B for a list of Unit Standards.
New Zealand Certificate in Agriculture (Pastoral Livestock Production) (Level 3) – “Feeding”

Recommended for
- People with some experience (1-2) years in the sheep, deer or beef industries. Junior and intermediate stock people, or Shepherd General.

Programme duration
- 7 months

Training days
- 7 class days which are tutor led; 4-5 pasture walks which are to be done in the learner’s own time.

Credits
- 40 credits

Qualification reference
- 2217

Description
You’ll learn everything you need to know to maximise feed supply for sheep, beef and/or deer. You’ll understand the management of soil and pasture and the impacts of climate variation. You’ll also assist with feeding and water supply to meet production targets.

Topics covered:

Feeding
- Different grazing methods.
- Balancing the supply and demand of feed.
- Silage and hay making processes.
- Feeding livestock and reporting on their condition.
- Livestock grazing management.
- Feeding livestock with supplementary feed.

Pastures
- Pasture species and how to choose the best one for the local environment.
- Growing pasture plants and ways to get the best growth.
- The impact an agricultural system will have on the soil.
- Factors which influence the properties of soil.
- The nutrients required for plant growth and the main types of fertiliser used.
- The impact of weeds and pests, their life cycles and control.
- Reporting on pasture quantity, quality, water supply and the presence of weeds.

Weather
- Use weather information on your farm.
- Understand how to interpret weather maps in relation to on farm activities and animal welfare.

Learning outcomes
Qualification graduates will be able to:
- Understand the factors that contribute to feed demand.
- Understand the management of soil to increase feed supply in a pastoral livestock system.
- Understand the management of pasture to increase feed supply in a pastoral livestock system.
- Understand how farmers manage the impact of weather and climate variations on feed supply and utilisations.
- Assist with livestock feeding to meet production targets.
- Assist with supplying water to livestock.

Qualification requirements
Graduates will be awarded New Zealand Certificate in Agriculture (Pastoral Livestock Production - Feeding) (Level 3).

Credit summary
- Total credits from: 40

See Appendix C for a list of Unit Standards.

Learning pathway

Level 2
- NZ Certificate in Primary Industry Skills (Agriculture)

Level 3
- NZ Certificate in Agriculture
  - Breeding or Non-Breeding (Sheep and/or Beef)
  - Pastoral Livestock Production
  - NZ Diploma in Agribusiness Management

Level 4
- NZ Certificate in Primary Industry Skills (Agriculture)

Level 5
- NZ Certificate in Primary Industry Skills (Agriculture)
New Zealand Certificate in Business (Introduction to Team Leadership) (Level 3)

Description
Effective businesses are built on strong teams. With this course you’ll learn the essential fundamentals of team leadership, from inspiring team performance to understanding leadership styles.

Module One: Managing people – team building and getting the best out of staff.
Module Two: Communication skills for superb supervision.
Module Three: The supervisor as a trainer in the workplace.

Learning outcomes
Qualification graduates will be able to:
• Apply principles for effective performance within a team.
• Develop objectives for a team.
• Describe and compare different styles of team leadership for a business entity.

Qualification requirements
Graduates will be awarded with the New Zealand Certificate in Business (Introduction to Team Leadership) (Level 3).

Credit summary
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<td>Module two</td>
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<td>Module three</td>
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<td>Total qualification credits</td>
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See Appendix D for a list of Unit Standards.

Recommended for
This programme is for people who have the potential to be appointed to team leadership roles or who have recently become a team leader. This programme will provide New Zealand Primary Industry business entities with people who have the skills and knowledge to contribute to effective team performance and the potential to be effective in a leadership role within a team.

Programme duration 9 months
Training days 3 days
Credits 48 credits
Qualification reference 2453

Learning pathway
Level 2
- NZ Certificate in Primary Industry Skills (Agriculture)

Level 3
- NZ Certificate in Agriculture Breeding or Non-Breeding Sheep or Deer
- NZ Certificate in Agriculture Pastoral Livestock Production

Level 4
- NZ Certificate in Agriculture Breeding or Non-Breeding Sheep or Deer

Level 5
- NZ Certificate in Primary Industry Production Management
- NZ Diploma in Agribusiness Management
New Zealand Certificate in Agriculture (Breeding Livestock – Sheep and/or Beef) (Level 4)

Recommended for
It is strongly recommended that learners have a minimum of two years on farm experience prior to entering the programme which should include working with livestock and may include previous training or qualifications. Completion of New Zealand Certificate in Agriculture (Pastoral Livestock Production) (Level 3) is strongly recommended prior to entry.

Programme duration
21 Months

Training days
12 x 6-hour days, this programme is made up of 72 hours. Can be classroom (as above) or block courses depending on location and numbers.

Credits
120 credits

Qualification reference
2212

Description
You’ll learn to lead and manage all aspects of livestock farming (sheep and/or beef) ensuring peak productivity of your animals, land and machinery. From benchmarking to maintenance, day-to-day management reporting, through to implementing health, breeding and feeding plans. This is a valuable, comprehensive course for developing leaders.

Learning outcomes
- Benchmarking farm physical performance data.
- Reporting skills.
- Managing the maintenance of vehicles, plant, machinery and equipment.
- Assist with managing environmental impacts of farming on water and soils.
- How farmers manage weather variation.
- Apply knowledge of maximising pasture production.
- Implement and record a livestock health plan.
- Implement a livestock breeding plan.
- Meat production (and wool production).

Qualification requirements
Graduates will be awarded a New Zealand Certificate in Agriculture (Breeding) (Level 4) - Sheep and/or Beef.

Credit summary
See Appendix E and Appendix F for a list of unit standards.

New Zealand Certificate in Agriculture (Non-Breeding Livestock– Sheep and/or Beef) (Level 4)

Recommended for
It is strongly recommended that learners have a minimum of two years on farm experience prior to entering the programme which should include working with livestock and may include previous training or qualifications. Completion of New Zealand Certificate in Agriculture (Pastoral Livestock Production) (Level 3) is strongly recommended prior to entry.

Programme duration
18 Months

Training days
12 x 6-hour days, this programme is made up of 72 hours. Can be classroom (as above) or block courses depending on location and numbers.

Credits
100 credits

Qualification reference
2212

Description
You’ll learn to lead and manage all aspects of livestock farming (sheep and/or beef) ensuring peak productivity of your animals, land and machinery. From benchmarking to maintenance, day-to-day management reporting, through to implementing health, breeding and feeding plans. This is a valuable, comprehensive course for developing leaders.

Learning outcomes
- Benchmarking farm physical performance data.
- Reporting skills.
- Managing the maintenance of vehicles, plant, machinery and equipment.
- Assist with managing environmental impacts of farming on water and soils.
- How farmers manage weather variation.
- Apply knowledge of maximising pasture production.
- Implement and record a livestock health plan.
- Implement a livestock breeding plan.
- Meat production (and wool production).

Qualification requirements
Graduates will be awarded with either a New Zealand Certificate in Agriculture (Non-Breeding) (Level 4) - Sheep and/or Beef.

Credit summary
See Appendix E and Appendix F for a list of unit standards.
New Zealand Certificate in Primary Industry Production Management (Level 5)

Description
On completion of this programme you’ll be armed with deep, detailed knowledge of all aspects of production management. You’ll be able to make sound decisions to maximise production and financial returns. You’ll analyse production systems against industry benchmarks, have the knowledge to recommend improvement strategies for specific production systems and develop, implement and monitor plans for feeding, breeding and animal health.

Topics covered
• Benchmarking – trainees can compare the production performance of their farm with a high-performing comparable farm and identify reasons for differences and strategies for improvement.
• Production Management – a detailed production plan is developed including objectives, strategies and detailed action plans. Plans are regularly monitored and reviewed following implementation to identify ongoing improvements.
• Feed Budgeting – prepare and implement a feed budget including preparing contingency plans. Plans are regularly monitored and reviewed following implementation to identify ongoing improvements.

Learning outcomes
• Analyse and benchmark a specific production system against a high performing primary industry production system.
• Recommend strategies for improving a specified production system.
• Demonstrated understanding of ruminant nutrition principles for a specified production system.

Recommended for
It is strongly recommended that learners have a minimum of three years on farm experience, which should include working with ruminant livestock and may include previous training or qualifications. Learners must have the opportunity to manage production factors of a farm for an entire farming year.

Programme duration
12 Months

Training days
12 x 5-hour days, this programme is made up of 58.5 hours or can be delivered as a block course.

Credits
70 credits

Qualification reference
2211

Qualification requirements
Graduates will be awarded the New Zealand Certificate in Primary Industry Production Management (Level 5).

Credit summary

<table>
<thead>
<tr>
<th>Total credits from:</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compulsory</td>
<td>70</td>
</tr>
</tbody>
</table>

See Appendix G for a list of Unit Standards.

Learning pathway

Level 2
NZ Certificate in Primary Industry Skills (Agriculture)

Level 3
NZ Certificate in Agriculture Breeding or Non-Breeding (sheep or beef)
NZ Certificate in Agriculture Pastoral Livestock Production

Level 4
NZ Certificate in Agriculture Breeding or Non-Breeding (sheep or beef)
NZ Certificate in Agriculture Pastoral Livestock Production

Level 5
NZ Certificate in Primary Industry Production Management
NZ Certificate in Agriculture Breeding or Non-Breeding (sheep or beef)
NZ Certificate in Agriculture Pastoral Livestock Production

Level 5
NZ Certificate in Primary Industry Production Management
NZ Certificate in Agriculture Breeding or Non-Breeding (sheep or beef)
NZ Certificate in Agriculture Pastoral Livestock Production

NZ Diploma in Agribusiness Management

NZ Certificate in Primary Industry Skills (Agriculture)
New Zealand Diploma in Agribusiness Management (Level 5)

Description
This programme is split into four modules providing all the skills you’ll need to run a successful agribusiness. You’ll learn to develop a complete financial plan for a specific agribusiness or section of it. You’ll learn to manage tax, employment and capital requirements and understand effective ways to hire and manage staff. You’ll be able to develop plans for health and safety, environmental management, as well as a full business plan and agribusiness report.

- Financial Management module
- Human Resource Management module
- Resource Management (Sustainability) module
- Business Planning and reporting module

Learning outcomes
- Develop a financial plan for a specific agribusiness or part of an agribusiness.
- Manage the taxation implications for an agribusiness.
- Manage the capital requirements of an agribusiness.
- Manage employment requirements and employment termination procedures.
- Plan for the recruitment, selection and induction of staff.
- Plan work allocation, working relationships and assess work performance.
- Develop a health and safety plan for an agribusiness.
- Understand the physical resources of an agribusiness.
- Develop a sustainable environmental management plan.
- Develop a business plan for an agribusiness.
- Analyse agribusiness information.
- Identify and evaluate opportunities to improve the business.
- Produce an agribusiness report.

Recommended for
People who are in a management capacity in an agribusiness, or who have some industry or other relevant experience and are ready to advance into a management position within an agribusiness.

Programme duration
30 months if a student completes one module each semester.

Training days
Dependant on provider – generally six months per module

Credits
150 credits

Qualification reference
2221

Qualification requirements
Graduates will be awarded with the New Zealand Diploma in Agribusiness Management (Level 5).

Credit summary
<table>
<thead>
<tr>
<th>Total credits from:</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compulsory</td>
<td>150</td>
</tr>
</tbody>
</table>

See Appendix H for a list of Unit Standards.

Learning pathway

Level 2
- NZ Certificate in Primary Industry Skills (Agriculture)

Level 3
- NZ Certificate in Agriculture
  - Livestock Husbandry (Sheep, Beef, Deer)
  - Pastoral Livestock Production

Level 4
- NZ Certificate in Agriculture
  - Breeding or Non-Breeding (Sheep and/or Beef)

Level 5
- NZ Certificate in Primary Industry Production Management
- NZ Diploma in Agribusiness Management
- NZ Certificate in Primary Industry Skills (Agriculture)
SHORT COURSES

Our Short Courses offer bite sized pieces of learning to help you develop specific skills.
Train the Trainer

<table>
<thead>
<tr>
<th>Recommended for</th>
<th>Supervisors, trainers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training days</td>
<td>1 day</td>
</tr>
<tr>
<td>Qualification</td>
<td>Completion certificate</td>
</tr>
</tbody>
</table>

Develop the training skills of your supervisors and trainers to get the best out of your team. People are your greatest resource and supporting your employee’s career will help you retain top quality employees and build a high performing team.

Train the Trainer is a one day interactive workshop that will help you gain the skills to train your employees for an efficient, effective and safe team you can rely on.

Attendees will find out how to motivate employees, ensuring they have the skills and knowledge to perform to a consistently high standard.

**Topics covered:**
- Understand how training works to improve business performance.
- Understand the way adults learn, and adjust your training approach to each learning style.
- Use a standard procedure to train staff that is effective.
- Understand the importance of coaching and giving feedback to improve the outcomes from training.
- Assess competence.
- Develop and use a training programme for each team member.

First Aid Training

<table>
<thead>
<tr>
<th>Recommended for</th>
<th>Whole team</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recommended start</td>
<td>Anytime</td>
</tr>
<tr>
<td>Training days</td>
<td>1 day</td>
</tr>
<tr>
<td>Qualification</td>
<td>Completion Certificate</td>
</tr>
</tbody>
</table>

Ensure you and your team remain safe in the workplace. Primary ITO has partnered with New Zealand Red Cross to offer discounted rates for first aid training.

**Comprehensive First Aid**
This course covers all of the essentials and more. It is the minimum requirement for high risk workplaces, and it meets the Department of Labour First Aid for Workplaces standard.

Unit standards covered: 6400, 6401, 64202 and 25411.

**First Aid Revalidation**
Refresh your first aid knowledge. This one day course is a revalidation of your first aid skills, keeping your knowledge up to date and relevant. This course is for those who have previously completed Comprehensive First Aid training, and whose two year certificate is due for renewal or has expired for no more than 3 months.

Unit standards covered: 6400, 6401, 64202 and 25411.
Appendix A – Primary Industry Skills (Level 2) (Agriculture)  
[Ref: 2218]

**Compulsory**

The following unit standards are required

<table>
<thead>
<tr>
<th>Unit no.</th>
<th>Unit title</th>
<th>Level</th>
<th>Credit</th>
<th>Selected</th>
</tr>
</thead>
<tbody>
<tr>
<td>19912</td>
<td>Check and report on livestock</td>
<td>2</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>23540</td>
<td>Demonstrate knowledge of hazards, hazard control, and the consequences of injury in a rural workplace</td>
<td>2</td>
<td>5</td>
<td></td>
</tr>
</tbody>
</table>

A minimum of 30 credits from below is also required to meet graduate outcome 1.

**Livestock**

<table>
<thead>
<tr>
<th>Unit no.</th>
<th>Unit title</th>
<th>Level</th>
<th>Credit</th>
<th>Selected</th>
</tr>
</thead>
<tbody>
<tr>
<td>19916</td>
<td>DKO of livestock behaviour and animal welfare</td>
<td>2</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>24617</td>
<td>Assist with handling cattle in yards</td>
<td>2</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>19912</td>
<td>Check and report on livestock</td>
<td>2</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>23541</td>
<td>Locate hazards, describe safety procedures, and demonstrate safe working practices in a rural workplace</td>
<td>2</td>
<td>5</td>
<td></td>
</tr>
</tbody>
</table>

**Health and safety**

<table>
<thead>
<tr>
<th>Unit no.</th>
<th>Unit title</th>
<th>Level</th>
<th>Credit</th>
<th>Selected</th>
</tr>
</thead>
<tbody>
<tr>
<td>21554</td>
<td>Use, maintain, and store agrichemical person protective equipment (PPE)</td>
<td>2</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>21557</td>
<td>Demonstrate knowledge of the safe operation of a light utility vehicle (LUV)</td>
<td>2</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>21556</td>
<td>Demonstrate knowledge of the safe operation of a motorbike</td>
<td>2</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>21555</td>
<td>Demonstrate understanding of livestock anatomy, physiology, behaviour and animal welfare obligations</td>
<td>2</td>
<td>4</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Unit no.</th>
<th>Unit title</th>
<th>Level</th>
<th>Credit</th>
<th>Assessment</th>
<th>Results entered by</th>
</tr>
</thead>
<tbody>
<tr>
<td>29041</td>
<td>Apply principles for effective performance within a team</td>
<td>3</td>
<td>3</td>
<td>Evidence Portfolio</td>
<td>Training Adviser</td>
</tr>
<tr>
<td>29042</td>
<td>Develop objectives for a team</td>
<td>3</td>
<td>5</td>
<td>Evidence Portfolio</td>
<td>Training Adviser</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Unit no.</th>
<th>Unit title</th>
<th>Level</th>
<th>Credit</th>
<th>Assessment</th>
<th>Results entered by</th>
</tr>
</thead>
<tbody>
<tr>
<td>24532</td>
<td>Assist with feeding pastoral livestock to meet production targets</td>
<td>3</td>
<td>8</td>
<td></td>
<td></td>
</tr>
<tr>
<td>24537</td>
<td>Assist with rearing of young stock</td>
<td>10</td>
<td>10</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Appendix B – Livestock Husbandry (Level 3) – Sheep or Beef or Deer  
[Ref: 2214]

**Learning Outcome**

<table>
<thead>
<tr>
<th>Learning Outcome</th>
<th>Unit Standard</th>
<th>Credit</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1 Understand the factors which contribute to pastoral livestock feed demand</td>
<td>28920</td>
<td>3</td>
</tr>
<tr>
<td>1.2 Understand the management of soil to increase production and animal welfare obligations</td>
<td>28979</td>
<td>10</td>
</tr>
<tr>
<td>1.3 Understand the management of pasture to increase feed supply in a pastoral livestock system</td>
<td>28974</td>
<td>4</td>
</tr>
<tr>
<td>1.4 Understand how farmers manage the impact of weather and climate variations on feed supply and utilisation</td>
<td>28975</td>
<td>6</td>
</tr>
<tr>
<td>1.5 Assist with feeding pastoral livestock to meet production targets</td>
<td>28976</td>
<td>4</td>
</tr>
</tbody>
</table>

**Appendix C – Pastoral Livestock Production (Level 3)  
[Ref: 2217]**

<table>
<thead>
<tr>
<th>Learning Outcome</th>
<th>Unit Standard</th>
<th>Credit</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1 Understand the factors which contribute to pastoral livestock feed demand</td>
<td>28920</td>
<td>3</td>
</tr>
<tr>
<td>1.2 Understand the management of soil to increase production in a primary industry workplace</td>
<td>28979</td>
<td>10</td>
</tr>
<tr>
<td>1.3 Understand the management of pasture to increase feed supply in a pastoral livestock system</td>
<td>28974</td>
<td>4</td>
</tr>
<tr>
<td>1.4 Understand how farmers manage the impact of weather and climate variations on feed supply and utilisation</td>
<td>28975</td>
<td>6</td>
</tr>
<tr>
<td>1.5 Assist with feeding pastoral livestock to meet production targets</td>
<td>28976</td>
<td>4</td>
</tr>
</tbody>
</table>

**Appendix D – New Zealand Certificate in Business (Introduction to Team Leadership) (Level 3)  
[Ref: 2453]**

<table>
<thead>
<tr>
<th>Unit Standard</th>
<th>Unit standard name</th>
<th>Level</th>
<th>Credit</th>
<th>Assessment</th>
<th>Results entered by</th>
</tr>
</thead>
<tbody>
<tr>
<td>29041</td>
<td>Apply principles for effective performance within a team</td>
<td>3</td>
<td>3</td>
<td>Evidence Portfolio</td>
<td>Training Adviser</td>
</tr>
<tr>
<td>29042</td>
<td>Develop objectives for a team</td>
<td>3</td>
<td>5</td>
<td>Evidence Portfolio</td>
<td>Training Adviser</td>
</tr>
<tr>
<td>29043</td>
<td>Off job training</td>
<td>3</td>
<td>10</td>
<td>Evidence Portfolio</td>
<td>Training Adviser</td>
</tr>
</tbody>
</table>
### Appendix E – Sheep and/or Beef Breeding (Level 4)  
**[Ref: 2212]**

<table>
<thead>
<tr>
<th>Learning Outcome</th>
<th>Unit Standard</th>
<th>Credit</th>
<th>Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>LO 1 Benchmark own farm physical performance data against data from industry high performers</td>
<td>28850: Benchmark own farm’s physical performance against industry high performers</td>
<td>10</td>
<td>4</td>
</tr>
<tr>
<td>LO 2 Produce management reports on day to day activities for a farming production system</td>
<td>28851: Produce regular management reports on routine farming activities</td>
<td>10</td>
<td>4</td>
</tr>
<tr>
<td>LO 3 Take responsibility for the day to day maintenance of vehicles, plant, machinery and equipment</td>
<td>28852: Implement a routine maintenance schedule of vehicles, plant, machinery and equipment in a primary industry workplace</td>
<td>10</td>
<td>4</td>
</tr>
<tr>
<td>LO 4 Assist with managing environmental impacts on farm</td>
<td>28853: Assist with managing the environmental impacts of a primary industry production operation</td>
<td>15</td>
<td>4</td>
</tr>
<tr>
<td>LO 5 Implement a breeding livestock health plan</td>
<td>28856: Demonstrate understanding of livestock health management strategies and implement a livestock health plan</td>
<td>20</td>
<td>4</td>
</tr>
<tr>
<td>LO 6 Implement a breeding livestock plan</td>
<td>28857: Demonstrate understanding of livestock mating management strategies and implement a livestock mating plan</td>
<td>10</td>
<td>4</td>
</tr>
<tr>
<td>LO 7 Implement a breeding livestock feeding plan</td>
<td>28858: Demonstrate understanding of livestock parturition management strategies and implement a farm parturition plan</td>
<td>10</td>
<td>4</td>
</tr>
<tr>
<td>LO 8 Implement a breeding livestock production plan</td>
<td>29491: Implement a livestock farming production plan</td>
<td>10</td>
<td>4</td>
</tr>
</tbody>
</table>

### Appendix F – Sheep and/or Beef Non-Breeding (Level 4)  
**[Ref: 2212]**

<table>
<thead>
<tr>
<th>Learning Outcome</th>
<th>Unit Standard</th>
<th>Credit</th>
<th>Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>LO 1 Benchmark own farm physical performance data against data from industry high performers</td>
<td>28850: Benchmark own farm’s physical performance against industry high performers</td>
<td>10</td>
<td>4</td>
</tr>
<tr>
<td>LO 2 Produce management reports on day to day activities for a farming production system</td>
<td>28851: Produce regular management reports on routine farming activities</td>
<td>10</td>
<td>4</td>
</tr>
<tr>
<td>LO 3 Take responsibility for the day to day maintenance of vehicles, plant, machinery and equipment</td>
<td>28852: Implement a routine maintenance schedule of vehicles, plant, machinery and equipment in a primary industry workplace</td>
<td>10</td>
<td>4</td>
</tr>
<tr>
<td>LO 4 Assist with managing environmental impacts on farm</td>
<td>28853: Assist with managing the environmental impacts of a primary industry production operation</td>
<td>15</td>
<td>4</td>
</tr>
<tr>
<td>LO 5 Implement a non-breeding livestock health plan</td>
<td>28856: Demonstrate understanding of livestock health management strategies and implement a livestock health plan</td>
<td>20</td>
<td>4</td>
</tr>
<tr>
<td>LO 6 Implement a non-breeding livestock plan</td>
<td>28857: Demonstrate understanding of livestock mating management strategies and implement a livestock mating plan</td>
<td>10</td>
<td>4</td>
</tr>
<tr>
<td>LO 7 Implement a non-breeding livestock feeding plan</td>
<td>28858: Demonstrate understanding of pasture production methods and implement a pastoral livestock feeding plan</td>
<td>20</td>
<td>4</td>
</tr>
<tr>
<td>LO 8 Implement a non-breeding livestock production plan</td>
<td>29491: Implement a livestock farming production plan</td>
<td>10</td>
<td>4</td>
</tr>
</tbody>
</table>

### Appendix G – Production Management (Level 5)  
**[Ref: 2211]**

<table>
<thead>
<tr>
<th>Learning Outcome</th>
<th>Unit Standard</th>
<th>Credit</th>
<th>Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>LO 1: Analyze and benchmark a specific production system against a high performing primary industry production system</td>
<td>28808: Identify high performance in a primary industry production system, benchmark, analyze and recommend strategies for improvement</td>
<td>20</td>
<td>5</td>
</tr>
<tr>
<td>LO 2: Develop a ruminant livestock feeding plan</td>
<td>21393: Develop, implement and monitor and adjust a feed budget to meet agribusiness production targets</td>
<td>34</td>
<td>5</td>
</tr>
<tr>
<td>LO 2: Develop a ruminant livestock breeding plan</td>
<td>28809: Develop, implement, and monitor a livestock breeding plan to meet agribusiness production targets</td>
<td>34</td>
<td>5</td>
</tr>
<tr>
<td>LO 2: Develop a ruminant livestock health plan</td>
<td>28810: Develop, implement, and monitor a livestock health plan to meet agribusiness performance targets</td>
<td>34</td>
<td>5</td>
</tr>
</tbody>
</table>

### Appendix H – New Zealand Diploma in Agribusiness Management (Level 5)  
**[Ref: 2221]**

| Graduate outcome | GO1: Compile and integrate whole business information about an agribusiness to critically analyse performance and identify opportunities for improvement (70 credits) |  |
|------------------|GO2: Manage the financial requirements of an agribusiness (30 credits) |  |
|                  |GO3: Manage staffing requirements in an agribusiness (25 credits) |  |
|                  |GO4: Manage natural and/or physical resources for agribusiness sustainability (25 credits) |  |
GETTING STARTED

Customised solutions
We know that customised and flexible training solutions are required for some farm businesses. With this in mind, we work to understand the needs of your business and deliver solutions that align with your business goals.

Tailored individual and team training is then planned to address the skill gaps in your team. If our existing portfolio of products don’t meet your requirements, we can customise training programmes to better meet your needs.

Your Primary ITO Training Adviser can support you to:
• Identify your business training needs.
• Plan and organise on-the-job training.
• Organise training agreements for your staff.
• Provide advice on the qualifications we offer and how they work.
• Fit your employees career ambitions with training plans.
• Fit your business operations with qualifications.

Turn to page 5 to make an appointment with your local “Meat & Fibre” Training Adviser.

www.primaryito.ac.nz
0800 20 80 20