



Supporting New York's Dairy Community – NYS Funded Outreach Programs

Cornell Pro-Dairy
Cornell Agricultural Workforce Development
New York FarmNet

Cornell Pro-Dairy

Core Focus:

- ✓ Farm business management and business development:
- ✓ Environmental stewardship and renewable energy
- ✓ Cropping and dairy management systems, farm animal welfare
- ✓ Youth and professional development
- ✓ Cornell Pro-Dairy also administers the Dairy Advancement Program (DAP)

Outcome: Stronger, more competitive dairy farms with expertise available to all size and types of dairy farms

Recent efforts:

- 3,773 read Pro-Dairy's Managing during COVID-19 reports (2020)
- Podcasts reached 6,783 listeners (2020) and webinars on 66 subjects reached 8,172
- 664 on-line certificates - Calf and Heifer, Milk Quality, Transition Cow, Dairy Cattle Reproductive (English and Spanish) and Forage Management (since 2017)
- Continuing education for CAFO engineers
- 449 graduates of Junior Dairy Leaders (15 years)
- Dairy Farm Business Summary with 108 farms and 129,549 cows
- In-person and virtual conferences (dairy management, nutrition and herd health, etc.)

Cornell Pro-Dairy – Dairy Advancement Program (DAP)

Core Focus:

- Business Project Funds
 - Business planning, record keeping systems, operational planning and advisory teams
- Environmental Project Funds
 - Develop Comprehensive Nutrient Management Plans farms with < 300 cows
 - Engineering services for Best Management Practices <700 cows

Outcome: Address specific barriers to success on New York dairy farms

Recent efforts:

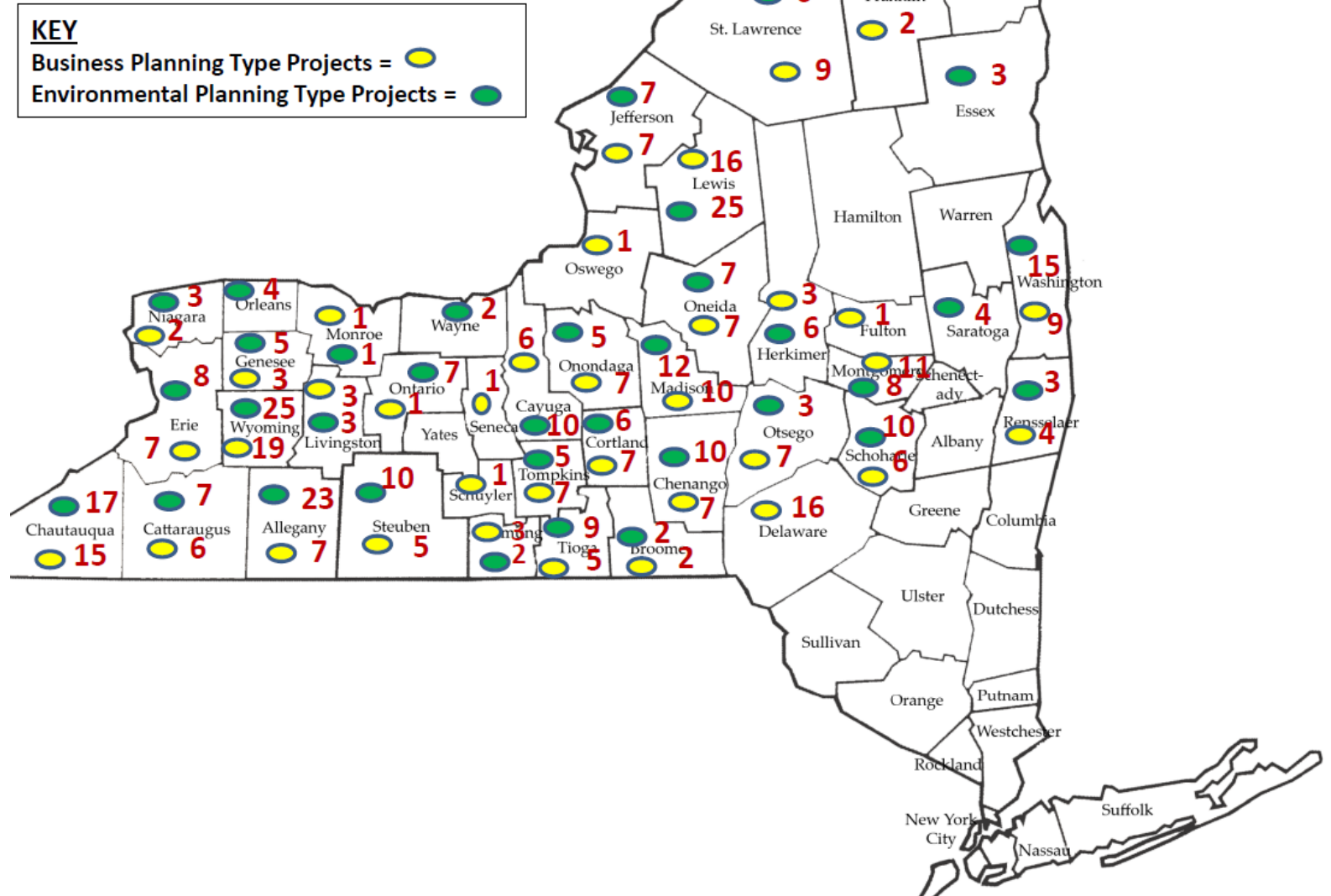
- Grants for 92 environmental planning type projects (2020)
- Grants for 50 business plans (2020)
- Five Strategic Focus Groups in 2020-21 with 40 farms; minimum of 7 farms in each group:
 - organic
 - labor
 - dairy profit monitor
 - calf management
 - reduced antibiotic use

<https://cals.cornell.edu/pro-dairy/our-expertise/dairy-advancement-program>

DAP addresses two key challenges:

- Environmental Projects
- Business Planning

Dairy Advancement Program by County
(completed farm projects)



Cornell Ag Workforce Development

Core Focus:

- ✓ Employment Law Compliance
- ✓ Management Development – supervisory and leadership
- ✓ COVID-19 Response
- ✓ Workforce Development
- ✓ For all ag sectors – owners, managers and aspiring managers
- ✓ **NEW:** Agricultural Supervisory Leadership Certificate Program. 60 participants in first class!

Outcome: Stronger HR programs on farms and farm labor law compliance

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Recent efforts:

- Addressing the latest farm labor issues with on-line or in-person sessions (Labor Road Show)
- Ag Workforce Journal blog had 13,356 users and 29,048 page views (June–August 2021)
- Developed employee onboarding program to assist farms to bring new employees into the farm business.
- Developed Farm Employee Compensation Benchmark and template for Business Safety Plans and other tools
- Developed guidance for Essential Workers Arriving in NY from U.S. States with Significant Community Spread
- Ongoing “NY Farm Workforce in Transition” project on how farms are adapting to changing labor markets and regulations and to identify management practices and technologies that farms are using successfully

<https://agworkforce.cals.cornell.edu/agricultural-supervisory-leadership-certificate-program/>

- **Transitioning to Supervisor:** Develop essential communication skills and manage conflict. Lead a multi-cultural team. Build an effective culture.
- **Organizing Work for High Quality Results:** Develop clear expectations and SOP's. Delegate effectively. Diagnose and correct performance problems.
- **Managing Performance:** Understand motivation. Harness the power of performance feedback and coaching. Build effective communications. **Ethics and Employment Regulations for Supervisors:** Implement responsible and ethical labor practices and understand why this matters for agriculture.
- **Employee Development and Training:** Identify training needs. Understand learning styles. Design and plan learning experiences that accommodate learner needs. Develop effective training skills and techniques.
- **Staffing and Organizing Your Team:** Develop job descriptions. Learn how to find potential employees, interview and select the right people.

New York FarmNet

Core Focus:

- ✓ Free, confidential service to assist individuals and farm families in time of crisis
- ✓ Financial and family consultants initially meet with farm clients together to evaluate needs and determine next steps
- ✓ Operates an 800 helpline for individuals seeking support and guidance
- ✓ 25 financial and 21 family consultants (in the works to hire 6 more consultants).
- ✓ In addition to personal and mental health assistance, the program also helps with business plans and succession planning

Outcome: Assist farmers, farm families and agribusiness employees facing difficult times, stress and transition

Recent efforts:

- 683 open cases as of early October 2021; 241 new cases in 2021
- 391 incoming calls on 800 helpline from January thru August, 2021; 7% increase
- Assisted (2021) with 70 succession plans, 52 business plans, 26 grant applications, 22 loan applications and 14 exit plans.
- Family consultants focus on personal and family well-being – within the business and at home
- Highest number of cases is in dairy sector (189) followed by livestock (101) and field crops (73)
- 92% of program clients surveyed stated they would encourage others to contact NY FarmNet.

Cornell Dairy Foods Extension – funded by DPO, course fees & grants

Core Focus:

- ✓ Comprehensive training and consulting for the dairy industry to assist in the sustainable manufacture of safe, quality dairy products
- ✓ Course topics on milk and dairy product quality and safety, basic dairy microbiology, GMPs, unit operations, sanitation, food safety plans, audits, and state and federal regulations
- ✓ Certificates for fluid milk production, cheese production, ice cream production, and production of yogurt and other cultured dairy products

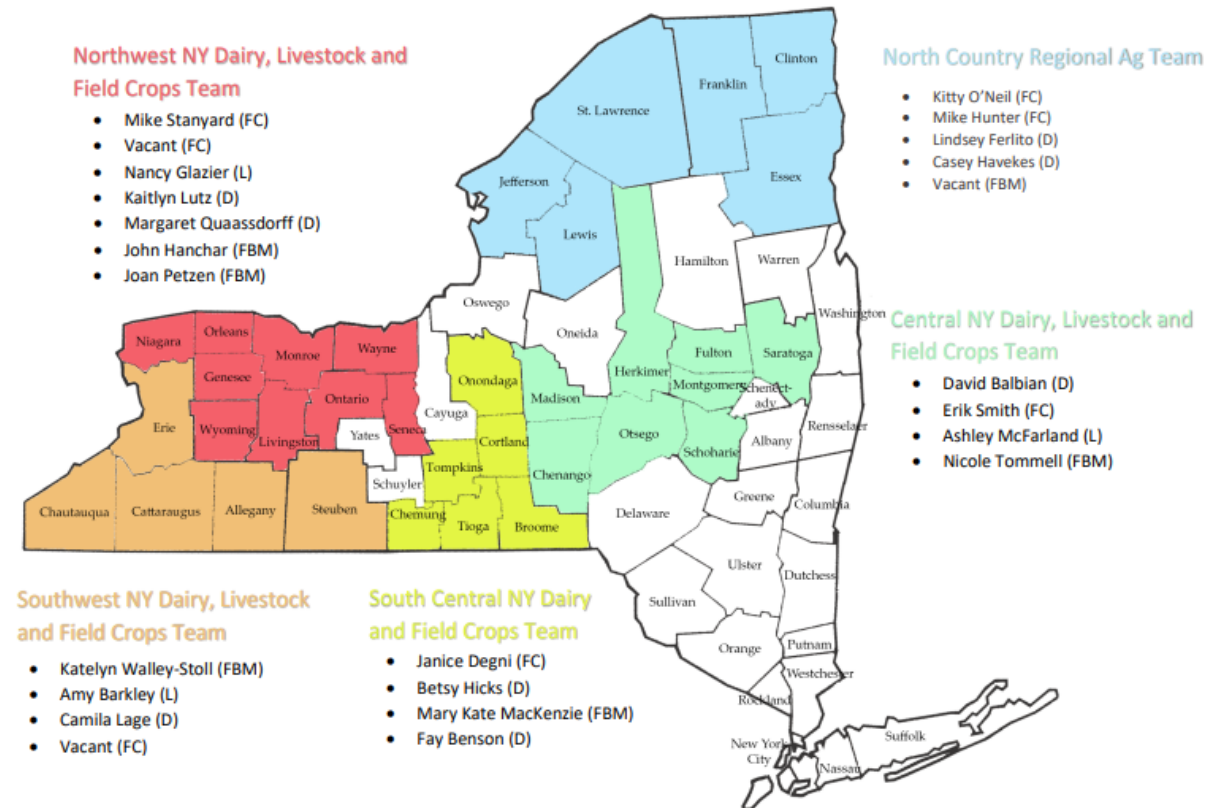
Outcome: Strengthen dairy industry / dairy processing with focus on food safety and dairy science outreach

Recent efforts (2020):

- 28 events involving 1,297 participants with 13,978 contact hours
- 20 courses offered including 13 new online courses reaching 787 participants with 11,665 contact hours
- **Program spearheaded COVID-19 “office hours”, which held >50 sessions to date that helped dairy industry address COVID-19 and minimizes the risk of shut-down and business interruptions**
- Dairy Foods Extension provides hands-on training to more than 200 industry professionals and students at the Cornell Dairy Plant annually
- Boot camp for high school students on intro to dairy processing (Genesee Economic Development)

What else?

- **Cornell Small Farms Program**
- <https://smallfarms.cornell.edu/online-courses/>
- **Organic Dairy Task Force**
- <https://blogs.cornell.edu/organicdairyinitiative/meeting-minutes/organic-dairy-task-force/>
- **Degree programs**
- <https://cals.cornell.edu/education/degrees-programs/animal-science-major-minor>
- <https://cals.cornell.edu/education/degrees-programs/graduate-field-animal-science/dairy-business-management-focus-area>



CCE regional dairy, livestock & field crops teams