



# final report

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Prepared by: Phil Franklin  
Department of Economic Development, Jobs, Transport and Resources

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## Whole farm grazing strategies Train the Trainer

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## **Abstract**

Whole Farm Grazing Strategies (WFGS) is a course for farmers that evolved from EverGraze. It focuses on more profitable and environmentally sustainable grazing and livestock systems using the latest research outcomes from EverGraze and other relevant projects. It is an accredited training course delivered over a 2 year period.

To enable this course to be delivered in future by private and public providers, four Train the Trainer (TtT) courses were delivered across southern Australia, to 21 participants, in late 2015-early 2016.

Following completion of each TtT course, a participant survey showed increased confidence to deliver the course; in Victoria of 31%, in New South Wales (NSW) of 92%, in South Australia (SA) of 100% and in Western Australia (WA) of 61%. All participants thought the information provided was appropriate and adequate and would enable them to deliver the course.

Of the 21 participants trained, 17 intend to deliver WFGS courses across southern Australia during 2016. A model for delivery of the WFGS course is discussed.

## Executive Summary

Whole Farm Grazing Strategies (WFGS) is a workshop that was developed from the EverGraze project incorporating the latest research and knowledge on grazing management.

A series of Train the Trainer (TtT) workshops were conducted across southern Australia to train and approve private and public advisors to deliver WFGS.

The two day workshop was designed and delivered in four locations (Victoria - Ballarat, Western Australia - Albany, New South Wales - Wagga Wagga and South Australia - Keith) and evaluated.

The training was delivered by Geoff Saul, a consultant who was involved at the beginning of EverGraze. Each Trainee was assessed by the Trainer, which enabled them to be signed off as “approved to deliver WFGS”.

Feedback was subsequently provided to each trainee on their eligibility to deliver WFGS.

This training resulted in a group of approved Trainers who are able to conduct WFGS workshops across southern Australia. Of the 21 trainees that did the training 17 were approved to deliver WFGS.

There are three recommended methods for the delivery of WFGS:

- 1. Deliver the course through an RTO:** In Victoria Trainers are able to work with an RTO to access educational funding through Skills Victoria to deliver WFGS as an accredited course. This enables the cost to eligible producers to be subsidised and for the Trainer to be paid accordingly.
- 2. Industry Skills Fund:** where other States do not have access to funding arrangements similar to Victoria there is the option of applying for funding available through the Industry Skills Fund. This is Federal funding that is available for training in all States. A farm business or a coordinator of a group of farm businesses can apply for this funding. It can be delivered as an accredited course if an RTO is involved or unaccredited if a RTO is not involved. The producer pays the full cost of the course initially and is able to get a rebate of three quarters of the total cost.
- 3. Fee for Service:** Trainers may choose to deliver WFGS on a fee for service basis. In this case the Trainer will set the fees for the producer at a level that will make it viable for them to effectively deliver the course. This model of delivery has the disadvantage of making the course cost quite high and may make it difficult to get a viable group together.

### Value Proposition:

It is important that a value proposition of the value of the course is used to promote the course to both Trainers and producers in order to increase the uptake of the WFGS course across southern Australia.

### Coordination of the course:

The Owners (MLA, AWI and DEDJTR) should consider how the course can be coordinated centrally to assist in promotion, coordination of delivery, maintaining delivery standards and ensuring the technical manual and tools are updated consistently.

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## 1. Background

EverGraze was a national research and extension project that designed, tested and implemented farming systems, based on perennials, to increase the profitability of livestock enterprises.

Whole Farm Grazing Strategies (WFGS) is a course that evolved from EverGraze and incorporates the latest research and knowledge. The course is based on “Putting the *Right Plant* in the *Right Place* for the *Right Purpose* with the *Right Management* to achieve profit, risk management, environment and lifestyle objectives for unique farm systems”.

This project was designed to train private and public extension trainers to deliver WFGS courses to groups of producers across southern Australia.

## 2. Project Objectives

- 2.1. Design, deliver, monitor and evaluate a Train the Trainer (TtT) program for delivery of the WFGS course in each of WA, NSW and Vic (including attendees from Tas and SA). The target number of trainees for Vic/Tas/SA was 10, in WA - 4 and in NSW – 6.
- 2.2. Develop a process that will enable potential Trainers to be assessed by the Trainer to be “approved to deliver” WFGS.
- 2.3. Provide technical follow-up support to Trainers that have been trained as part of this project (via scheduled teleconferences) in the delivery of WFGS workshops across Southern Australia. The purpose of this is to review and assist with the progress of WFGS workshops that have been conducted subsequent to these TtT courses being conducted.
- 2.4. Recommend a model for delivery of the WFGS for each of NSW, TAS, SA and WA that maximises producer access and uptake.

## 3. Methodology

In order to identify suitable trainees for this workshop the Project Team contacted the national and state coordinators of the industry flagship projects (BestWool/BestLamb, BetterBeef, More Beef from Pastures and Making More from Sheep) and AWI Network coordinators who identified potential trainees from the private and public sector.

This group of contacts were then contacted to gauge their interest in the TtT training after explaining the value and relevance of the course for producers. It was also stated that the course was a legacy of Evergraze and included the latest research results and knowledge gained from the Evergraze program and was supported by a technical and facilitator manual and the use of website tools.

To facilitate the accreditation of the course the Department of Economic Development Jobs Transport & Resources (DEDJTR) was contacted by the Regional Training Organisation (RTO), 4 Up Skilling, to provide a service of mapping the course to agricultural training competencies, assist in the development of assessment exercises and provide copies of the manual for the training.

This work contributed to the design of the TtT workshops.

A TtT workshop was designed, delivered and evaluated in Ballarat on 10-11 November 2015 involving six private and three public Trainees.

The model for delivery of the TtT workshops was piloted in Victoria and is described as follows:

The workshop involved an overview of the TtT project and described the aim of having Trainers trained and approved to deliver the WFGS course across southern Australia.

Each TtT workshop was delivered over two days.

Trainees were provided with resources for them to deliver the course:

- Manual
- Detailed session plans
- Facilitator guide
- PowerPoint presentation
- Copies of all the tools (and training on how to use them)

The Trainer went through each section of the manual and described the intent of the information. Exercises in the manual had to be completed by the trainee and assessed by the Trainer.

This model of training was successful based on the results of the evaluation conducted after each training session. Therefore the training model was delivered in NSW, WA and SA.

These TtT workshops were delivered and evaluated in the following locations:

- Wagga Wagga, NSW on 17-18 November 2015 involving four private and one public Trainee (from Victoria).
- Albany, WA on 8-9 December 2015 involving five private consultants.
- Keith, SA in February 2016 involving two private consultants.

At each training session there was discussion about methods of funding the WFGS course.

It was clearly explained that In Victoria the model of using an RTO to subsidise the cost for the farmer and pay for the Trainer was available as well as Trainers delivering the course without an RTO and charging full fee for Service rates.

In NSW, WA and SA it was explained that there was not the same opportunity as in Victoria.

The Industry Skills Fund was discussed as was full fee for service and that Trainers would have to decide on how much they were going to charge farmers on a full cost recovery basis or look for funding opportunities that might be available.

### **Approval to Deliver WFGS process:**

Trainees went through a process which enabled them to be assessed by the Trainer as “approved to deliver WFGS”.

All trainees were required to meet the following criteria:

- Attend Train the Trainer workshop
- Have a current Certificate IV in Workplace Training and Assessment (or equivalent skill set)
- Provide evidence of industry and vocational qualifications that shows technical and practical knowledge relevant to agriculture
- Provide current CV
- Describe prior experience in running workshops and technical knowledge in the area of grazing management
- Demonstrate their understanding of adult learning principles
- Proven ability to use and demonstrate the EverGraze tools
- Successfully complete assessment exercises that are in the manual and return to the Trainer for assessment
- Committed to commence training a WFGS course within 12 months of being approved

Feedback was provided to each trainee by the Trainer on their eligibility to deliver WFGS. See Appendix 7.1 for a list of approved Trainers.

A follow up survey of all Trainers was conducted 4-5 months later to gauge whether there was a requirement for further technical input to assist the Trainers and what progress had been made by the Trainers in running a course.

## **4. Results**

An evaluation of the TtT workshops delivered in four States showed the training to be very effective.

In Victoria confidence levels to deliver WFGS improved by 31% after the TtT course. This level of improvement was lower than in other States because the trainees were more familiar with the content of WFGS prior to the training. Eight of the nine trainees intend to deliver WFGS in 2016.

In NSW confidence levels to deliver WFGS improved by 92% after the TtT course. All trainees intended to deliver a WFGS course in 2016.

In WA confidence levels to deliver WFGS improved by 61% after the TtT course. Majority of trainees intended to deliver a WFGS course in 2016.

In SA confidence levels to deliver WFGS improved by 100% after the TtT course. Both trainees plan to deliver WFGS.

Some comments from the evaluation were:

- Good interaction between consultants and advisors”
- Trainer encouraged input/discussion from participants, excellent information
- The information presented and the resources available were appropriate and adequate
- Great knowledge of EverGraze in the room. Good PowerPoint package.
- The information presented and the resources available were appropriate and adequate
- Excellent – good delivery, tools very good
- More local content needed
- The information presented and the resources available were appropriate and adequate.

See Appendix 7.2 for a summary of the results of the evaluation.

Of the 21 trainees, 17 were approved to deliver WFGS.

A follow up survey of Trainers five months later revealed that while there was still intention to deliver a WFGS course many Trainers were having difficulty with how to make the course affordable for producers particularly in NSW, WA and SA, as well as making it viable for them to deliver.

A fee-for-service model is being considered by some Trainers where it is difficult to find supporting funding.

Drought conditions have had an impact across southern Australia and delayed discussions with producers on starting up a WFGS course.

See Appendix 7.3 for results of the survey.

## **5. Discussion**

Overall the delivery of this training to potential Trainers was successful. There are now a number of Trainers in the southern States who can now deliver a WFGS course.

The feedback from the evaluation of the training workshops showed that Trainers are now confident to deliver the course.

Seasonal conditions have had an impact in many areas and has affected the initiation of new courses.

### **Feedback from survey**

The feedback from the follow up survey conducted in May 2016 indicated that ongoing dry conditions has made it difficult to engage producers in new training activities. Of the proposed groups, most will start in the second half of 2016 as producers have been too busy feeding livestock.

The main support sought by approved Trainers is additional publicity, to convert producer interest into course enrolments. A number of farmers expressed interest from the initial publicity but these



are geographically dispersed and therefore difficult to form a viable course/group. The Trainers were expecting that MLA would advertise in local papers to promote the course.

### **Accredited Training**

Trainers approved to deliver WFGS in Victoria have indicated they are prepared to use funding arrangements provided by the RTO 4 Up Skilling to run WFGS groups. 4 Up Skilling is based in northern Victoria but operates across the state, providing agricultural based accredited training. Trainers currently propose to start up six to seven groups in 2016.

However, there is concern about the fee structure currently proposed by 4 Up Skilling.

Recommended charges to participants and payments to Trainers are;

- Non-eligible producers will be charged \$600, with Trainers paid \$200/producer
- Eligible producers will be charged \$400/producer with Trainers paid \$1200/producer.

Many producers interested in WFGS already have a Certificate IV qualification and are therefore not eligible for subsidised training. This makes it difficult to have groups that are viable for the Trainer if there are too many ineligible producers in a group. For example, for a group of 12 people, with 3 eligible and 9 non-eligible, the total funding to a Trainer will be \$5400 which is not viable for a seven session course. A Trainer would need at least 50% of the producers in the group to be eligible for subsidised training and this may be difficult to achieve in many areas.

There are many RTOs in Victoria and they may have a different method of arriving at a course price for producers and there may be opportunity for a Trainer to negotiate the pricing of the workshop with these RTOs.

Given concerns about the cost to producers and the income for the Trainer in delivering the course, other funding options were investigated. The Industry Skills Fund (ISF) is an option for funding and is available in all States. It is available to Australian businesses that have an ABN and are registered for GST.

### **Industry Skills Fund (ISF)**

Key features of ISF include:

- The ISF can be used to fund training in Full Qualifications, Skills Sets, Single units of competency, Non Accredited training or Coaching.
- Eligible businesses with 0-4 full time employees are required to contribute 25% of the cost of the training i.e. they get a 75% rebate on the cost of training. Businesses are required to initially pay for the training and on presentation of a receipt for the training are reimbursed 75% of the actual cost.
- For Whole Farm Grazing Strategies the cost of the training will be \$2200 per person and the business will get back \$1650. Net cost to producer will be \$550.
- To access the funding, a business needs to complete an online inquiry form (for WFGS this can be done as a group activity at an introductory session to WFGS).

- Businesses will need to have their ABN with them for this introductory session. As part of the inquiry there is a requirement to write in 200 words or less, how the course will assist the development of the business (Goals, Growth opportunities, expected outcomes, need for the course).
- Funding approval may take up to 6 weeks. Formal training will not be able to take place before funding is approved (unless the Trainer is prepared to take the risk of not being paid).
- Trainer must have their TAE40110 qualification in full and an appropriate industry qualification and experience.
- Minimum funded numbers is 12 commencing participants for the course to be viable.

A Trainer can also use ISF to deliver WFGS as a non-accredited course, without RTO involvement. It is possible for a Trainer to get a group of producers together and either coordinate the application or leave it to the individual producer to make application for funding. The Trainer can coordinate the group and set the fee for the course. Either way the producer still gets back 75% of the course fee.

A key risk for the course is that the cost to the producer and payments to the Trainers makes the course unattractive to both parties, especially compared to other similar courses, such as LifeTime Ewe Management.

### **Fee for Service**

Trainers may choose to deliver WFGS on a fee for service basis. In this case the Trainer will set the fees for the producer at a level that will make it viable for them to effectively deliver the course. This model of delivery has the disadvantage of making the course cost quite high and may make it difficult to get a viable group together.

However, there is a growing trend within the livestock industries towards courses being offered to producers at a level of cost recovery.

### **Organisational support**

Industry courses such as Lifetime Ewe Management have been supported by an RTO and promoted across southern Australia. This central coordination enabled LTEM to gain momentum and has been widely successful. The RTO provided continuous promotion of the course, acted as a central contact point for interested producers, provided notes, provided accreditation for producers and maintained the standards for delivery of the course. Programs such as Making More from Sheep and More Beef from Pastures have some sort of industry sponsor/coordinator who is responsible for the delivery of the program.

## 6. Recommendations

### Delivery Model for All States:

**3.1. In Victoria** WFGS can be delivered in three ways:

- 3.1.1. The Trainer can work with an RTO to deliver WFGS as an accredited course.
- 3.1.2. The Trainer can use the ISF and either work with an RTO to deliver WFGS as an accredited course or not involve an RTO and deliver the course unaccredited.
- 3.1.3. The Trainer can charge fee for service

**3.2. In all States** the Trainer can utilise the ISF or charge fee for service to.

**3.3. Owners (MLA, AWI, DEDJTR)** jointly fund or subsidise pilot course/s in NSW, SA, WA and Tas to gain a profile and credibility for the WFGS course Participants in these courses can then be used as case studies to promote future courses.

**3.4.** Owners prepare a value proposition for Trainers and producers on the value of being involved in the WFGS course.

**3.5.** Owners to decide on a central point of coordination for WFGS to ensure:

- Promotion and marketing to increase course enrolments
- Promotion and recruitment of producers for the course
- Provision of notes and accreditation of producers where appropriate
- Maintenance of standards of delivery of the course
- Maintenance of the quality of the content of the manuals and tools used in the course.

**3.6.** Owners invest in the program to reduce the cost to farmers while the course gains a reputation of value for producers.

## 7. Appendix

### 7.1 Summary of evaluations of workshops in VIC, NSW and WA

#### Train the Trainer: Whole Farm Grazing Strategies (WFGS).

#### Evaluation Results Victoria

Ballarat - Vic      10-11 Nov 2015

#### SUMMARY

Please take a moment to answer the following questions. Your comments are an important contribution to the evaluation of this training.

#### Thinking about the 2 days of training - What worked well?

- Group of people and knowledge around the room worked well. Notes provided of good standard and quality.
- Relaxed. Good discussion.
- Course program. Logical order of material to deliver and good activities to engage participants. Good interaction between consultants/advisors at training session. Good resources provided to get people started delivering. Overall excellent, well done Geoff.
- Discussion with the Trainees
- Nuts and Bolts PowerPoint. Demo of MLA tools. Discussion on various issues
- Layout of each session with activities prior to each session. Practical experience of Geoff presenting. Good group discussion. Well put together set of notes and assessment tools.
- Good group size. Trainer encouraged input/discussion from participants. Excellent information. Well thought through program.
- Good training session helped by notes, good slides and stories from his own group.
- Good group size and range of people in the room. Having Kevin (RTO) explain RTO commitments/communications etc.

#### What could be improved?

- Tabs in notes. Facilitator notes could be of better level of knowledge.  
A method of aligning Facilitator notes with sessions perhaps.
- Tabs in folders for sessions.
- Can't think of anything too radical – perhaps could include more examples from other districts.
- Structure of the training – would have been good to have RTO speak at start of Day 1, then good outline of what is covered in Days 1 and 2, then onto content.  
Could have used knowledge in the room better – Geoff could outline what he did as activities and then ask group for their thoughts/suggestions how to approach it, other activities.

- Not sure.
- Resources such as important background literature should be emailed to us beforehand, or downloaded from a website etc. Also having pdf version of notes as a resource would be helpful too.
- Maybe some time spent on where and how it could be delivered in different regions and what may need to be customised for certain regions or for different groups of producers, eg cattle focus compared to groups that have majority sheep enterprises.

**Was the information presented during the training appropriate and adequate?**

☐ Yes **10/10**

☐ No

Comments please.....

- Geoff kept it rolling very well.
- Good range of information, it does assume good levels of prior knowledge.
- Information was excellent. Very strong supplementary material and research.

**Were the resources used to support the training appropriate?**

☐ Yes **9/10**

☐ sort of **1 (see "sheep centric" comment)**

☐ No

Comments please.....

- Folder divisions.
- Trainers will need to research info relevant to their districts to modify some of the examples in the notes/slides.
- Notes extremely sheep centric. Would take 2-3 days minimum to develop slides suitable for use with cattle producers on top of delivering.
- Memory stick copied for my future use. Geoff's day 2 PowerPoint was very useful presentation for discussion.
- Yes there is a good lot of PowerPoints with various useful slides. May need to include more local inputs if presenting outside western district.
- Manual excellent. Assessment tasks relevant and beneficial to participants.
- As stated previously notes in pdf format would be a good resource.

**Are there any parts of the training that has had a particular impact on you and how you would deliver the course?**

Can you describe.....

- There are a few techniques that I might adapt and modify slightly for other activities etc. Test strips and pasture measurement.
- Yep – keep it practical. Probably use old Prograze/LTEM groups as targets to get groups.
- Not really.
- All OK.
- Good detail in session plans.
- I'm excited about the potential impact of this program to industry. Looking forward to being part of it.
- Outline of how the days were run by the Trainer in his groups. Having overheads and Excel tools on a USB stick very useful.
- Using tools, perhaps doing physical feed budgets etc to show process and then how the tools work (assumptions etc) before letting them use the tools.

**How confident were you at the start of this training to go and deliver the WFGS workshop to farmers?**

Please circle

Not confident			<b>3.9</b>			Very confident
1	2	3		4	5	6

**How confident are you now after the training to go and deliver the WFGS workshop to farmers?**

Please circle

Not confident					<b>5.1</b>	Very confident
1	2	3	4			6

**Confidence levels improved from an average score of 3.9 to 5.1 showing a 31% improvement in confidence to deliver WFGS course.**

**Do you now intend to deliver WFGS within the next 12 months?**

- ☐ Yes **8/9**
- ☐ possibly - **1**
- ☐ No

- Confidence to deliver hasn't changed because I was never confident – then as it progressed I lost confidence but the aspect of being able to bring in an “expert” for a session has helped.
- I need to do TAE40110 Cert IV.
- Will try for a group based on a current iFarm course being run.

**Do you need any more information to help you deliver the workshop?**

☐

Yes **3/9**

- Possibly – I'll see what is in the PowerPoint slides and what I currently have as info for cattle.
- I'll have to do a lot of work.

☐

No **6/9**

## Train the Trainer: Whole Farm Grazing Strategies (WFGS).

### Evaluation Results

Wagga - NSW

17-18 Nov 2015

### SUMMARY

Please take a moment to answer the following questions. Your comments are an important contribution to the evaluation of this training.

#### Thinking about the 2 days of training - What worked well?

- Participating in the discussion over the relative merits of different aspects of the WFGS course. Good to have experienced people in the room.
- All of it.
- Small group, discussion during presentation. Assessment items.
- Great knowledge of EverGraze in the room. Good PowerPoint package.
- Discussion among participants.

#### What could be improved?

- Strategic change – focus/framework, overall aim of achieving strategic planning and change on farm.
- Probably need to put more pressure on us to have a particular property in mind with data so we can apply it better.
- Nothing.
- An outline of what worked and what didn't from the pilot courses.

**Was the information presented during the training appropriate and adequate?**

☐

Yes **5/5**

☐ No

**Were the resources used to support the training appropriate?**

☐ Yes **5/5**

☐ No

Comments please.....

- Will find out when start running course.
- Liked the improvements to the tools.

**Are there any parts of the training that has had a particular impact on you and how you would deliver the course?**

Can you describe.....

- Fertiliser test strips were a good idea as was the pasture growth stuff.
- In my profession I deal with key livestock clients. As Elders clients they are looking for relevant information.
- The emphasis on grazing Lucerne. The use of EverGraze models.
- Cost.
- Measurement of pasture for landholders.

**How confident were you at the start of this training to go and deliver the WFGS workshop to farmers?**

Please circle

Not confident		<b>2.6</b>				Very confident
1	2		3	4	5	6

**How confident are you now after the training to go and deliver the WFGS workshop to farmers?**

Please circle

Not confident					<b>5</b>	Very confident
1	2	3	4			6

**Confidence levels improved from an average score of 2.6 to 5 showing a 92% improvement in confidence to deliver WFGS course.**



**Do you now intend to deliver WFGS within the next 12 months?**

- ☐ Yes **4/5**
- ☐ Not sure **1/5 - depends on opportunity.**

**Do you need any more information to help you deliver the workshop?**

- ☐ Yes **2/5**
- Finding info relevant to district – even if it is a list of references.
  - Need to upskill myself on soil test assessment.
- ☐ No **3/5**

## Train the Trainer: Whole Farm Grazing Strategies (WFGS).

### Evaluation

WA - Albany 8<sup>th</sup> – 9<sup>th</sup> December 2015

### SUMMARY

Please take a moment to answer the following questions. Your comments are an important contribution to the evaluation of this training.

**Thinking about the 2 days of training - What worked well?**

- Casual atmosphere, tools, general discussion
- Excellent, good delivery
- Good group interaction, local contribution on second day
- Local input from DAFWA

**What could be improved?**

- More WA data
- All good
- Local content
- More of the data/detail behind the info going back to the research

**Was the information presented during the training appropriate and adequate?**

- ☐ Yes **4/4**
- ☐ No

Comments please.....

- Tools seem very appropriate, tried to be based around profits
- Probably will need to tailor to WA and our farming systems, but principles apply

**Were the resources used to support the training appropriate?**

☐ Yes **4/4**

☐ No

Comments please.....

- Tools were very good, slides helped – mostly – some were a little Vic based
- Tools were very good

**Are there any parts of the training that has had a particular impact on you and how you would deliver the course?**

Can you describe.....

- How to increase stocking rate by growing more feed – gib acid, nitrogen, rotational grazing
- Good ideas on how to interact with growers
- Surprised at low base level of farmer knowledge in grazing systems as described in Vic
- Just good explanation of key discussion points

**How confident were you at the start of this training to go and deliver the WFGS workshop to farmers?**

Please circle

Not confident			<b>3.3</b>			Very confident
1	2			4	5	6

**How confident are you now after the training to go and deliver the WFGS workshop to farmers?**

Please circle

Not confident					<b>5.3</b>	Very confident
1	2	3	4			6

**Confidence levels improved from an average score of 3.3 to 5.3 showing a 61% improvement in confidence to deliver WFGS course.**

**Do you now intend to deliver WFGS within the next 12 months?**

☐ Yes **3/4**

☐ No

**Do you need any more information to help you deliver the workshop?**

☐ Yes **2/4**

If so what information?

- Local feed demand graphs for sheep in WA
- More specific WA regional data

☐ No **2/4**

**Train the Trainer: Whole Farm Grazing Strategies (WFGS).**

**Evaluation Results**

**SA - Keith February 2016**

## **SUMMARY**

Please take a moment to answer the following questions. Your comments are an important contribution to the evaluation of this training.

**Thinking about the 2 days of training - What worked well?**

- Informal setting, good practical presentation, good discussion, open presenter

**What could be improved?**

- Nothing.

**Was the information presented during the training appropriate and adequate?**

☐ Yes **2/2**

☐ No

Comments please.....

Thought the training was well paced – not too slow and laborious.

Good level of complexity

**Were the resources used to support the training appropriate?**

☐ Yes **2/2**

☐ No

Comments please.....

- Good selection of on line resources to use.

**Are there any parts of the training that has had a particular impact on you and how you would deliver the course?**

Can you describe.....

- The course is a big undertaking and challenging for both the deliverer and participant.

**How confident were you at the start of this training to go and deliver the WFGS workshop to farmers?**

Please circle

Not confident		<b>2.5</b>				Very confident
1	2	3	4	5	6	

**How confident are you now after the training to go and deliver the WFGS workshop to farmers?**

Please circle

Not confident				<b>5</b>		Very confident
1	2	3	4	5	6	

**Confidence levels improved from an average score of 2.5 to 5 showing a 100% improvement in confidence to deliver WFGS course.**

**Do you now intend to deliver WFGS within the next 12 months?**

☐ Yes **2/2**

☐ Not sure

**Do you need any more information to help you deliver the workshop?**

☐ Yes **1/2**

- The biggest issue is time required to set up a course. I tried the easy way – emailing likely contacts including LTEM groups – and received 5 possible responses. I now have to contact people personally which takes time. **If some-one else could do this that would be great.**
- Having spent around 8-10 hours to get one new LTEM group running, time is an issue, particularly when I have client work to do as well as contract work both of which occupy 90% of my time.
- I also remind you the course has a competitor – Pasture Principles developed by Basil Doonan. **Time needs to be spent developing a WFGS flyer** which can either “counter” this or alternatively, set up a point of difference. I have attached a flyer.

☐ No **1/2**

### **Appendix 7.3 Survey of Trainers conducted by Geoff Saul May 2016.**

#### **NSW**

Current projections are that only 1-2 groups will get underway, with 2 consultants working together on these courses. Funding is the main limitation as with a fee for service model, individual producers will need to pay around \$1500/person. This is seen as unviable for most producers, especially compared to other courses such as Lifetime Ewe Management (which is subsidised by AWI).

Follow up publicity in southern NSW would assist in increasing commitment from producers.

#### **SA**

Two groups will start in 2016 with Tim Prance (consultant) being very proactive and supportive of the course. Tim will run courses in conjunction with Simon Ellis (consultant).

No funding is available in SA but at least for the initial courses, producers will be charged \$1000/producer which is less than full commercial rates for consultants but seen as the maximum acceptable fee that producers will pay.

#### **Tasmania.**

A consultant in Victoria is interested in running courses in Tasmania as he has a strong connection with previous groups in Tasmania. However, this is unlikely to happen unless funding arrangements change.

#### **WA**

Limited interest from private consultants in the WFGS course in WA. Also, there seems to be a conflict of interest as consultants "sell" the expertise promoted in WFGS to individual producers. Therefore, the feeling is if they train producers then they may do themselves out of a job?

### **Responses from individual facilitators**

#### **Victoria**

##### **Trainer**

- Not running any groups in first half of 2016, probably will start next financial year
- A few farmers interested but no groups formed yet
- Need some sort of coordination of interested farmers in an area
- Need more flexibility in when groups start, do not need to all start in autumn.
- Will run groups through Registered Training Organisation 4 Up Skilling

##### **Trainer**

- Looking to start 2 groups within the next month, Skipton and Hamilton

- Has some enquiries following media messages, and strongly encourages more advertising and media stories, as it takes several mentions to get farmers motivated
- Keen to deliver in Tasmania as he has a strong producer network through Life Time Ewe Management but the cost for the farmer is a major problem outside Victoria.
- Will use Registered Training Organisation 4 Up Skilling

**Trainer**

- Is likely to get a group up this year using fee for service. Looking to use Tools from EverGraze such as Pasture Improvement Calculator with existing groups
- Will use Registered Training Organisation 4 Up Skilling

**Trainer**

- Looking to start a group in June-July in the Balmoral-Casterton area. Farmers are currently too pre-occupied with drought to consider course work
- Has a lot on with pilot of Lamb Survival course
- Several people contacted him following publicity
- Encouraged more advertising as takes several mentions to get results
- Will use Registered Training Organisation 4 Up Skilling

**Trainer**

- Has had 3-4 replies from people following the MLA publicity. These are spread around Gippsland so not easy to put together
- Has been heavily committed to a Feed & Water project so has had limited time but can now focus on WFGS
- Likely to start 1 group in the next 2 months
- Needs more publicity right now to get from awareness to action
- Will run groups through Registered Training Organisation 4 Up Skilling

**Trainer**

- Starting up consultancy business has been preoccupied
- Keen to start a group in the their region in June
- Some people made contact following MLA publicity and will get other participants from clients
- Need to repeat publicity in order to attract further participants

- Will operate through Registered Training Organisation 4 Up Skilling

#### **Trainer**

- Very keen to run groups as he likes the material and the course concept
- Has a number of people interested and would like to start very soon
- Will operate through Registered Training Organisation 4 Up Skilling, however;
  - Very concerned about the costing proposed by 4 Up Skilling which may make the course unviable and will need to look at this closely before starting any groups.

#### **South Australia**

##### **Trainers**

- Will work together to deliver 2 groups; Adelaide Hills and Lower SE SA
- Names and dates almost finalised
- Several enquiries were made following media stories
- Needs more follow-up publicity
- Will run as fee for service project, charging \$1000/person. This is less than adequate but they are prepared to carry this cost for initial groups

#### **New South Wales**

##### **Trainer**

- Very keen to run groups but nothing definite yet
- Several enquiries following media stories
- More publicity would help
- Fees are a key issue to consider
  - Concerned that different presenters will charge different fees leading to confusion
  - Will need to charge \$1500-\$2000 per person depending on travel time and distance
  - The fee will be double that of Lifetime Ewe Management so may be hard to sell to producers.
  - The time and effort required to get a group up is an issue
  - Has applied for funding through Rural Assistance Authority to help defray the costs

##### **Trainer**



- Too busy to start a group currently
- Course probably not really suitable for his clients; it needs to be at a higher level
- Some conflict in training producers in this way as it takes away potential future work
- Some interest following publicity through the media but not enough to start a group
- The time and effort required to start a group is significant and assistance with this aspect would help.
- Will need to do as fee for service project so cost is an issue.

**Trainer**

- Working with another consultant to start a group
- Will need to be fee for service
- Looking to charge \$1000/person and so provide cost recovery
- More promotion would be helpful. He suggests using an agricultural supplement/paper that is inserted into local papers in the region
- Need a “Hook” to get people interested. What will people get from the course?

**Trainer**

- Does not feel the course will suit his clients in southern NSW
- Dry conditions mean producers are not interested in much other than survival
- Funding is a major issue outside of Victoria
- Unlikely to get involved in WFGS in the future

**Western Australia**

**Trainer**

- The WA farmers he works with are totally preoccupied with crops; pastures take second place
- Most producers are happy to leave the pasture and animal recommendations to agronomists
- Unlikely to run any groups at this time