

NMSU DAIRY EXTENSION PROGRAM

ROBERT HAGEVOORT PHD, TOPLIFF DAIRY CHAIR
PROFESSOR AND EXTENSION DAIRY SPECIALIST
NMSU AG SCIENCE CENTER AT CLOVIS
2346 SR 288, CLOVIS, NM 88101
CELL: 806-786-3421-E-MAIL:DAIRYDOC@NMSU.EDU



BE BOLD. Shape the Future.
Dairy Extension

Dairy Workforce Development and Training Programs



Program outcomes and impacts:

- Training modules on dairy safety awareness and animal handling
- Modules available on mobile devices in English, Spanish, & K'iche
- One third of New Mexico dairy workforce trained
- Idaho Dairymen's Association (IDA) adopted program (2017)
- NMPF created Workforce Development Taskforce (2018)
- Taskforce developed Dairy Safety Reference Manual (2019)
- Lead authors for manual Drs. Douphrate & Hagevoort
- Module Feeds & Feeding developed with Diamond V (2019)
- Feeds & Feeding released on mobile devices for training (2020)
- Maternity & Calf Care developed with IDA (2022)
- Fitness to Transport developed with FARM & Elanco (2022)
- CCQA (Calf Care Quality Assurance being developed (2023-2024)

Development & Implementation of a comprehensive dairy workforce training program

The average herd size of New Mexico dairies is more than ten times the U.S. average herdsize. Effective training and development of current and future employees is imperative. Limited educational opportunities exist. Program goal: improve job performance. Program impact: approximately 6,500 employees have been trained on dairy safety and animal handling. Training is provided in a preferred language (English, Spanish, or K'iche). Training effectiveness is a key evaluation metric. Idaho Dairymen's Association (IDA) adopted the program with significant processor and co-op support. Due to processor and customer demands, National Milk Producers Federation (NMPF) created a Workforce Development Task Force (2017), which developed a Dairy Safety Reference Manual (lead authors Douphrate and Hagevoort) in English and Spanish (2019). NMSU's dairy workforce development is considered an industry leading example, with program details utilized on some of the largest dairy operations in the US. Additional modules added: Fitness to Transport (2022), Maternity & Calf Care (2022), Feeds & Feeding (2020). Combined YouTube views of video library (12/22) is 1,36,324 total, or almost 25,000 views/year.

U.S. Dairy Education and Training Consortium

Impacting the next generation of dairy professionals for 15 years and counting

Need: without any dairy training resources in the 3rd largest and rapidly expanding milkshed in the Southwestern US, three universities in 2008 proposed to counter this tide with a multi-university hands-on training program in Clovis, NM in one of the most technologically advanced and rapidly expanding dairy centers in the US: a model for practical education.

Program impact: in 15 years 650 students from 60 universities attended the program. A 2022 survey shows that 4 out of 5 (81%) students are employed in agriculture; 52% of the students are employed on a dairy, or in the allied industry, and 15% end up becoming a veterinarian. One of the former students said: *"There is not another program in the United States, potentially the world, that has the ability to make such profound impacts on young adults considering a career in agriculture."*

For additional info see website at: <https://usdetc.tamu.edu>

Total reach in 15 yrs:
650 students from
60 universities



Dairy Sustainability Research: water, soil, cropping, nutrient management and the dairy footprint

- Dairy Sustainability research projects supporting optimal dairy farming and nutrient management practices helpful to producers to achieve industry wide 2050 Net Zero goal.
- Determining carbon sequestration opportunities as part of the footprint toolbox.
- Vermiculture pilot project to determine N and P sequestration from dairy green water.
- Applied research projects in support of dairy producers affected by the discovery of PFAS chemicals in groundwater channels originating from Cannon AFB, Clovis NM.
- Updated Dairy Technical Guidance Manual for producers navigating their permit process.
- NEW: Identification of what issues & topics are important to dairy middle managers and frontline supervisors to be able to develop a robust and effective middle managers curriculum.

