

**DAIRY SPECIALIST
(Time-Based)**

APPENDIX A

O*NET CODE 45-2093.00

This training outline is a minimum standard for Work Processes and Related Instruction. Changes in technology and regulations may result in the need for additional on-the-job or classroom training.

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

WORK PROCESSES

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

6. Maintain/improve herd health through best practices.
7. Assist the veterinarian with herd health checks.
8. Oversee vaccination protocols.
9. Oversee animal care testing/protocols including blood draws, ketosis testing, genomic sampling, tagging, dehorning.
10. Assist in the general care and maintenance of the animals as needed but not limited to cleaning, bedding, and feeding.
11. Track weaning and feeding dates.
12. Assess animal locomotion and hock scoring.

E. Animal Reproduction 2300

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

F. Business Management 200

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

Approximate Total Hours 6,000

Apprenticeship work processes are applicable only to training curricula for apprentices in approved programs. Apprenticeship work processes have no impact on classification determinations under Article 8 or 9 of the Labor Law. For guidance regarding classification for purposes of Article 8 or 9 of the Labor Law, please refer to <https://dol.ny.gov/public-work-and-prevailing-wage>

DAIRY SPECIALIST
APPENDIX B
RELATED INSTRUCTION

Safety

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

Animal Health

1. Basic Nutrition Management
2. Assess and select appropriateness of feeds
3. Monitor and assess feeding quantities, including dry matter
4. Maintain feed records and information
5. Young stock management
6. Biosecurity
7. Assess animals for behaviors that indicate illness
8. Monitor body condition of animals

9. Hoof and hock assessment
10. Follow protocols to properly tag, dehorn, blood test animals
11. Establish and maintain vaccination protocols

Food Safety

1. Follow cleaning and sanitizing protocols to manage the milk environment
2. Manage milk quality
3. Milk cows according to health and safety protocols

Multi-Cultural Communications

1. Spanish or other foreign language (if applicable)
2. Multi-cultural Awareness

Reproduction

1. Genetics
2. Basic anatomy and physiology
3. Estrous cycles and synchronization programs
4. Heat monitoring and evaluation
5. Record Keeping

Mechanical Skills

1. Basic robotics
2. Automation
3. Basic mechanical repair
4. Troubleshooting
5. Equipment Operation: tractor, skidsteer operation

Computer Skills

1. Basic networking
2. Excel
3. Data analysis

Management Skills

1. Self-management and interpersonal skills
2. Continuous improvement methods
3. Professional etiquette/communication with the public
4. Supervisory leadership

5. Project management

Business Skills

1. Farm business management including farm profitability
2. Purchasing
3. Inventory management

Other Workplace Skills

1. Problem Solving and critical thinking
2. Teamwork
3. Sexual harassment prevention training
4. Self-motivated
5. Techniques in workplace efficiency/time management
6. Effectively communicates with consumers about practice and protocols
7. Animal industry knowledge and awareness training

Other Academic Based Skills

1. Fundamentals of mathematics including adding, subtracting, multiplication, division, and basic measurements
2. Technical reading and writing

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

Appendix B topics are approved by New York State Education Department.