The Mission of Macra na Feirme is to “contribute to the sustainable development of rural communities in Ireland by supporting the social, economic, cultural, personal development and well-being of young people who have a rural connection, including young farmers, by representing their interests in the development and implementation of relevant policies, programs and services at national, regional and local levels and by advocating on their behalf”.

In support of this mission, Macra na Feirme established its Skillnet programme in 2015. Macra Agricultural Skillnet is co-funded by Skillnet Ireland and member companies. Skillnet Ireland is funded from the National Training Fund through the Department of Education and Skills. Macra Agricultural

Skillnet develops and runs subsidised courses and training programmes with the aim of making farm and agri businesses more profitable and sustainable. The Network ensures that as many farmers as possible have access to opportunities for further training and development. We primarily fund those under 40 i.e. young farmers or those outside of this age bracket working in the wider agricultural industry. Programmes are optimised to suit the needs of members, member companies, and employed learners, through both formal and informal learning that spans further education and higher education provision.

Introduction

Macra Agricultural Skillnet can deliver many courses on request, so do contact us to discuss your training needs or to book a place on any training programme listed in this brochure by visiting https://www.macra.ie/skillnet or email to skillnet@macra.ie
The aim of the course is to develop an innovative blended programme aimed at enhancing the knowledge and experience of young professionals in business development and leadership roles within agri-industry.

The course has been designed to familiarize participants with issues and challenges that are faced by new managers within owner-managed and small to medium agri-business enterprises.

L4YP: Leadership for Young Professionals Programme

The aim of the course is to develop an innovative blended programme aimed at enhancing the knowledge and experience of young professionals in business development and leadership roles within agri-industry. The course has been designed to familiarize participants with issues and challenges that are faced by new managers within owner-managed and small to medium agri-business enterprises.

**Dates**
- Module 1: 21st & 22nd October 2019 (2-day module)
- Module 2: 2nd December 2019
- Module 3: 20th January 2020

**Venues**
Various

**Cost**
- €800 for ASA members

For further details and to register please visit www.asaireland.ie/emergingleaders

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Emerging Leaders Programme

A new programme developed in partnership with the ASA and HPC Global for managers in the agricultural sector and members of the ASA who are looking to develop critical leadership skills and behaviours.

The programme is delivered in three modules and over four days of training. The modules cover the Role of the Leader, Managing Performance and Personal Effectiveness.

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L4YP: Leadership for Young Professionals Programme

“Of great benefit to career development most particularly in identifying your leadership style and understanding team roles

“Course provided good problem solving and decision-making skills and encouraged “thinking outside the box”.

L4YP Participant 2018 programme

**Dates**
- Module 1: 21st & 22nd October 2019 (2-day module)
- Module 2: 2nd December 2019
- Module 3: 20th January 2020

**Venues**
Various

**Cost**
- €800 for ASA members
Masters in Agricultural Extension

This Masters programme is the first aimed at graduates beginning a career in Agri Sales, Advisory or Education. It will effectively prepare an employee to build lasting successful client relationships resulting in hugely improved outcomes for the employee and the business they work for.

The Masters in Agricultural Extension and Innovation aims to build competencies in early career agricultural graduates to support and enable learning, behaviour change, investment and innovation at farm level. The programme will prepare young graduates for future roles in technical sales consultancy, advisory services and education delivery as well as providing opportunities for Continuous Professional Development (CPD) for agricultural science.

The programme is designed as a part-time Masters to be taken over a two year period while the student is working in an organization or company that supports farm level innovation.

Closing date will be midnight on 12th May and interviews will be scheduled for the week beginning 4th June 2019. Application form can be downloaded from www.macra.ie/skillnet

Structure and costs:
Masters Degree (24 months and 90 credits)
€3150

Young Beef Farmer Sustainability Programme

Macra Agricultural Skillnet’s Young Beef Farmer Sustainability Programme, in partnership with Dawn Meats, is an exciting development for young beef farmers. The programme is designed to instil the confidence in our young farmers to undertake on-farm projects that add value to their beef farming enterprise. The programme may be launched at the Tullamore Show in August with ten further contact days to be scheduled.

“The only problem with the beef programme is that it’s not long enough” YBFSP Participant

<table>
<thead>
<tr>
<th>Dates</th>
<th>Begins 12th August with 12 further contact days approx</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost</td>
<td>Members €560 with fee for non members at €585</td>
</tr>
</tbody>
</table>
Welding in Arc, MIG & TIG

The basic arc welding course is organised over 9 evenings or 3 full days, with MIG and TIG courses over seven evenings or 2-3 days. Welding certification is provided.

<table>
<thead>
<tr>
<th>Date</th>
<th>Various</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time</td>
<td>6.30pm – 9.30pm one evening per week over 8 weeks</td>
</tr>
<tr>
<td>Venues</td>
<td>Cork Mountrath Cavan</td>
</tr>
<tr>
<td>Cost</td>
<td>Members: €300-450 Depending on specialisation, with an extra charge of €25 for non members</td>
</tr>
</tbody>
</table>

Safe Agri Skills Online

The Safe Agri Skills Courses are now available to complete online on the e learning hub of the Farmers Journal at http://learn.farmersjournal.ie/login/index.php

The programme consists of 4 modules; Safe Livestock Handling, Safe Tractor Driving and Machinery Maintenance, Emergency First Aid and Health and Manual Handling. Whether you are a farmer completing some farm safety training, recommending it to an employee as part of their induction, upskilling, or looking for work on a farm these courses will enhance your skill set. Each module takes approximately one hour to complete.

On completion of all four modules, participants will receive their Safe Agri Skills Card from Macra Agricultural Skillnet. The first two modules are available now with Emergency First Responder and Health for Farming and Manual Handling for Farming due to launch shortly.
Hoofcare Course for those wishing to upskill or pursue a career in Hoofcare Trimming is delivered in four phases.

Phase 1 is a one-day Hoofcare Workshop offered on a monthly basis and is ideal for farmers.

Phase 2 of the course, which is of two days duration and runs 3 times per year, covers Practical Knife Skills. To complete Phase 2, participants should have completed the one-day practical hoof trimming workshop or have relevant experience.

Phase 3 Advanced Hoofcare runs once a year in October and is a two-day course with an introduction to the grinder, further knife skills and equipment care. An Angle Grinder Course is Phase 4 of the Hoofcare suite of courses for those who have completed the one-day Hoofcare workshop and wish to gain more knowledge on grinding skills, but do not intend to complete the full Professional Hoofcare Course.

<table>
<thead>
<tr>
<th>Venue</th>
<th>Laois, Wicklow, Kildare</th>
</tr>
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<tbody>
<tr>
<td>Cost</td>
<td>Phase 1 €110</td>
</tr>
<tr>
<td></td>
<td>Phase 2 €600</td>
</tr>
<tr>
<td></td>
<td>Phase 3 €600</td>
</tr>
<tr>
<td></td>
<td>Phase 4 €800</td>
</tr>
<tr>
<td>Dates</td>
<td>Please visit <a href="http://www.macra.ie">www.macra.ie</a> for scheduled courses up to December 2019</td>
</tr>
</tbody>
</table>
In partnership with Lynaire Ryan, an Agribusiness Consultant based in New Zealand and with the support of Teagasc, Macra Agricultural Skillnet will again deliver a series of Business Courses over the summer and autumn of 2019. Lynaire has been involved in developing and facilitating seminars for dairy farm business owners in New Zealand and Ireland, since 1997. These focus on business, financial and strategic planning training. There are two seminars available which offer dairy farm business owners an opportunity to develop and grow their farm and agri businesses.

The series will address optimising dairy farm business, evaluating business performance and financial analysis, how to grow the farm business, evaluating new business opportunities and evaluate personality skills and understand how to work more effectively with the team. Participants will hear from a guest farmer speaker who operates a high performing business.

This programme is delivered over four days, one day every two weeks in five locations. Some locations are exclusively open to certain groups and others are widely open for booking. Please enquire if you are unsure whether your co-op is supporting places on the course for suppliers.

Business Brush Up Seminars

<table>
<thead>
<tr>
<th>Location</th>
<th>Dates</th>
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</thead>
<tbody>
<tr>
<td>Sligo</td>
<td>Wednesdays 4th and 18th September and Wednesdays 2nd and 16th October</td>
</tr>
<tr>
<td>Newcastlewest</td>
<td>Thursday 5th September, Friday 20th September, Thursday 3rd October and Thursday 17th October</td>
</tr>
<tr>
<td>Clonakilty</td>
<td>Wednesdays 11th and 25 September 9th and 23rd October</td>
</tr>
<tr>
<td>Fermoy</td>
<td>Tuesdays 10th and 24 September and on 8th and 22nd October</td>
</tr>
<tr>
<td>Carlow</td>
<td>Thursdays 12th and 26th September and 10th and 24th October</td>
</tr>
</tbody>
</table>

Those who attend the Business Brush Up Courses can avail of ‘A Spouse/Partner Half Price’ Offer on booking the Strategic Management Seminar.
Facilitated by Lynaire Ryan and colleague Paul Bird, this is a two day seminar, including an overnight, on designing the future you want for your family and farm business. The course looks at priorities, strategies, goals and actions, setting key priorities in private and business life, developing a strategic plan to lead you, your family, your business into the future with confidence and learn from a dairy farming couple about their strategic planning experience: successes, benefits and challenges. Farmers are encouraged to attend with their Spouse / Partner or Close Family Member involved in the running of the business.

Participants can choose from four dates and locations as follows:

- Glasson Country House Hotel, Athlone on Tuesday 29th and Wednesday 30th October
- The Brehon, Killarney, Co Kerry on Thursday 31st October and Friday 1st November
- Faithlegg House Hotel, Waterford on Tuesday 5th and Wednesday 6th November
- Keadeen Hotel, Newbridge, Co Kildare on Thursday 7th and Friday 8th November.

Please visit our website at www.macra.ie/business for booking and for information on preferential overnight accommodation and evening meal rates.

Business Brush Up Recap and Farm Visit

Recap & Farm Visit on Wednesday 12th June at the Conference Centre, Food Research Centre, Moorepark, followed by a visit to the farm of John & Olivia McNamara, Co. Limerick on Friday 14th June

High Performing Farm Visit
For those who have previously completed Business Brush Up Course. Friday 14th June, 1:30-6pm to the farm of Barry & Olive Bateman, West Cork and then to Oriel House Hotel, Ballincollig for an optional extra dinner.

Cost
€100

Business Overview 2019
This seminar, which is only available to those who have previously attended the Business Brush Up Course, is delivered over two days and covers key principles and learnings important for providing an overview of any business, including farm businesses. Experienced farmers/ business people who have used these principles in their business will share their experiences.

<table>
<thead>
<tr>
<th>Date</th>
<th>Tuesday 18th &amp; Wednesday 19th June</th>
</tr>
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<tbody>
<tr>
<td>Venue</td>
<td>Tower, Co. Cork</td>
</tr>
<tr>
<td>Cost</td>
<td>Fee of €220 with special hotel overnight rates for those attending if booked before 19th May.</td>
</tr>
</tbody>
</table>
A one day course in Cow Signals, a worldwide approach used to help dairy farmers to prevent disease and prolong the lifetime of animals. The training aims to double the lifespan of your cows, reduce lameness, wounds, disease, reduce antibiotic use and create an improved income for the farmer with a better work / life balance.

**Cow Signals**

- **Date**: 15th October
- **Time**: 10.00am – 4.30pm
- **Venue**: Stradbally
- **Cost**:
  - Members: €170
  - Non members: €195

**LEAN for Farming**:

A One Day Course which gives an introductory insight into the fundamental principles and tools of LEAN, and an understanding of its benefits for the agricultural industry. Participants will gain an understanding of the improvement methodology that is driving growth in organizations of all sizes and in all sectors. This instructor-led program provides participants with a basic introduction and awareness of LEAN Thinking and the principles that form the essential foundations of Lean implementation projects, processes and culture. The program helps to educate and involve all participants in their agribusiness or farm’s efforts to improve process efficiencies and eliminate waste.

**Date**: 16th October
- **Time**: 9.30am – 4.40pm
- **Venue**: TBC
- **Cost**:
  - Members: €100
  - Non members: €125
Courses in Bovine Ultrasound Scanning are run on the same weeks as the AI courses and are of twelve days duration. This course is for farmers who want to learn how to do their own scanning and increase their knowledge around dating and assessing.

Participants must have AI experience to complete a scanning course.

The complete Ultrasound Scanning Course is delivered in four phases. Participants may have interest in completing phases to suit their learning needs, from a basic knowledge to advanced ultrasound.

Phase 1 is Foundation Palpitation and is 4-day course covering the finding and examination of reproductive organs, palpitation of cows to identify and understand open cows, pregnant cows and structures on the ovaries. No scanner is used. The course is ideal for farmers who want to improve their understanding of gestation and reproduction. Vets who want to earn CPD points are welcome.

Phase 2 is one day course on Theory Ultrasound Scanning and will be run at various intervals during the year, where there is demand. Delivered by a vet and guest speakers on scanning, the course aims to develop skills using the ultrasound scanner to identify and examine reproductive organs. It would suit farmers who wish to gain further knowledge on reproduction and the use of a scanner.

Phase 3, Applied Practical Ultra Scanning is a 3-day course running from Wednesday to Friday and includes three refresher days to be used at any time in the future. It is aimed at those who want to develop excellent skills in the use of a scanner. Scanning. Vets looking to earn CPD Points are welcome.

Macra Agricultural Skillnet are organising week long courses in DIY AI which provide in depth and practical training involving one theory day and four days of practical artificial insemination. There are three refresher days included in the programme. The course covers understanding and treating fertility issues, collecting, storing and handling semen, sanitation and prevention of disease spread.

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## Macra na Feirme Annual Young Farmer Conference

<table>
<thead>
<tr>
<th>Date</th>
<th>Weekend October Bank Holiday</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time</td>
<td>11.00am – 4.00pm</td>
</tr>
<tr>
<td>Venue</td>
<td>Cork</td>
</tr>
<tr>
<td>Cost</td>
<td>Members: €25 Non members: €50</td>
</tr>
</tbody>
</table>

This course is designed to increase the skills of the farm owner or manager when managing and supervising employees on farm. The course looks at the role and the responsibilities of a farmer as an employer, and how to achieve the best results for your farm, yourself and your employees.

This course will cover hiring staff, staff induction, employment law, staff supervision and retention, effective communication with employees, rewarding employees and employee safety and well-being.

Learners will be expected to combine all of these elements into a ‘People Management Plan’ for their farm.

## People Skills for Farm Managers

A One Day Course in Communication and People Management for Farm Managers

<table>
<thead>
<tr>
<th>Date</th>
<th>Tuesday 20th November</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time</td>
<td>10.00am – 4.00pm</td>
</tr>
<tr>
<td>Venue</td>
<td>Offaly</td>
</tr>
<tr>
<td>Cost</td>
<td>Members: €55 Non members: €80</td>
</tr>
</tbody>
</table>

## Labour Management for Farm Owners

The course will be offered over a total of six days, comprising of two sessions of two day together followed by two individual days. It is designed to be as interactive and participative as possible and learners will be given adequate time to reflect on ideas/ concepts and to apply or put them into practice.

Delivered by Teagasc and Heffernan Consultancy and available to groups of farmers on request.

<table>
<thead>
<tr>
<th>Dates</th>
<th>November/December Four contact days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time</td>
<td>Daily 10.00am – 4.30pm</td>
</tr>
<tr>
<td>Venue</td>
<td>Various locations</td>
</tr>
<tr>
<td>Cost</td>
<td>€300</td>
</tr>
</tbody>
</table>
A short one-day workshop, a two-day course for those who have some experience measuring grass and a course organised one day per month over a ten-month growing season are on offer to farmers.

Utilising Grass will be one of the main drivers of profit on a livestock farm. Consider investing in your grass management skills by completing one of these courses. The programme is delivered by the Irish Farmers Journal.

- 10-day course begins March - €500
- 2-day advanced course in Autumn - €250
The Co-operative Leadership Program for Young Farmers

Are you interested in getting involved in your co-operative business in the future? Irish Agriculture requires dynamic and courageous leaders to ensure that it remains competitive and positioned to maximise the return to Ireland over the coming years. Funded by ICOS, Macra Agricultural Skillnet, in conjunction with Teagasc, has developed a training programme for young farmers to introduce them to the cooperative decision-making process, an insight into policy and markets. It also looks at the cooperative model, its governance and financing. Strategy and leadership for directors will also be examined.

The courses cover Dairy, Marts and Co-operatives. Both Courses are limited to 15 places. Closing date for applications 29th September 2019 and courses will commence in November/December. The course will include a visit to Teagasc Moorepark and includes dinner with an overnight.

Over four days in November & December.

Cost €155

For further details and booking information please contact the Skillnet team at skillnet@macra.ie or on 01-4268900

Chainsaw Operations

1 and 3 day accredited courses available. Courses are for occasional chainsaw users and detail everything around the safe use and maintenance of your chainsaw.

Dates available on request and cost dependant on duration of courses

Plumbing for Farmers

An evening information seminar on the most practical and efficient farm plumbing and water infrastructure solutions

Date On demand
Venue Various
Cost €55
Employee Activation
– Re skill to return to work.

Dairy Operative Skills Programme
Skills training will be delivered by Teagasc and operatives will have a farm placement to continue their training. This four week programme will give a skill level to operatives and that will, on successful completion, lead to flexible working hours and conditions for those that are looking for extra income.

Milking Skills
This Level 6 QQI accredited course will give participants the competence to perform and manage dairy herd milking processes. The course supports the integration of key milking routines as regards required milk quality, food safety, dairy herd health and dairy cow welfare for commercial herds.

These courses are free to those who qualify for employee activation programmes, subject to demand.
They may also be provided to the farm employees at a cost to the farm owner.
Do you want to be more productive? The better you look after yourself the more productive you will be. The programme will challenge participants to look for solutions and highlight the benefits of stress management and support where we can.

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**Building Resilience**

*Increasing Your Work Output*

<table>
<thead>
<tr>
<th>Date</th>
<th>Various dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time</td>
<td>6.30pm – 10.00pm</td>
</tr>
<tr>
<td>Venue</td>
<td>On demand</td>
</tr>
<tr>
<td>Cost</td>
<td>Members: €50</td>
</tr>
<tr>
<td></td>
<td>Non members: €75</td>
</tr>
</tbody>
</table>
Subscribe to our Quarterly Newsletter for all the latest news and updates on our training programmes

Eligibility: Skillnet subsidised rates are available to non-members at an extra cost of €25 per person. For those who have never been a member of Macra previously, you will receive one year’s free membership, including all discounts and member benefits, and as a result be eligible for member’s rates for training for the remainder of that year.

This is payable at €25 per non-member ticket. If you purchase 2 non-members course places, you must also purchase 2 non-member charges.

Employees of our Associate members, patron members and all Macra members whose affiliation is current avail of training at members rates.

Cancellations Policy: A course will be cancelled by Macra Agricultural Skillnet if fees have not been received or the Network deems there to be insufficient participants, up to seven days before the start date.

Full-time students, whose sole occupation is their education, are ineligible. Those working on farms / in the agricultural industry on a full-time / part-time / seasonal basis are eligible.

If your company or farm has a particular training need, if you want further information on our programmes or to book a course, please visit us at https://www.macra.ie/skillnet, by email to skillnet@macra.ie or at 01 4268900.

Macra Agricultural Skillnet is co-funded by Skillnet Ireland and member companies. Skillnet Ireland is funded from the National Training Fund through the Department of Education and Skills.