

Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

Dairy Training Resources

Check out the [CCE NWN Y Youtube page](#) for bilingual dairy training videos. We plan to add many more in the coming year!

Also, [ProDairy's YouTube page](#) has a lot of great educational dairy videos in English and Spanish. You can also access a large library of recorded webinars in [English](#) and [Spanish](#) covering topics from reproduction to the net zero initiative and everything in between.

SAFETY

- **New York Center for Agricultural Medicine and Health (NYCAMH):**

<http://www.nycamh.com/programs/farmsafetytrainings/>

NYCAMH provides training that is generally free to the farm (NYCAMH receives a limited amount grant funding to cover the cost of training). It's a great idea to schedule annual training- you can contact NYCAMH directly to set this up. Other resources include Spanish/English safety posters that you can download from the website and a catalog of PPE and retrofit PTO shields that you can buy: all good resources for keeping your employees safe and healthy.

- **Ohio State University Extension :**

- English Safety Videos: <http://agsafety.osu.edu/programs/farm-sos-strategies-safety>
- Bilingual Tailgate Training Modules: <http://agsafety.osu.edu/programs/cfaes-osha/tailgate-safety-traininig-employees>

These two links are just a small part of the Ohio State University's Agricultural Safety & Health Program. In addition to the videos and training modules they also have safety posters, factsheets, and more.

- **Bobcat:** <https://www.youtube.com/playlist?list=PLD26EEC73C0577516>

Bobcat offers several training videos on skid steer safety in English and Spanish.

- **CAT:** https://www.youtube.com/playlist?list=PLo9oS-afY222MVAtox7Pgi3fj_GJ8x8x

English safety training videos available online and Spanish videos on DVD available from your retailer.

Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

- **University of Wisconsin Extension:**

https://www.youtube.com/playlist?list=PLvRncdTWMI7_R4a-uAtAR8qPi4nN-piSI

This YouTube playlist offers training videos in Spanish on skid steer, loader and tractor operation.

- **Upper Midwest Agricultural Safety and Health Center:** <http://umash.umn.edu/resources/>

This website provides a number of posters with reminders on how to safely move cows and avoid needlestick injuries. There are also five videos available: Using Predictable Animal Behavior to Increase Milk Production, How a Cow Uses Her Senses, Working with the Pressure Zone, Moving Cows More Effectively and Making the Milking Parlor a Happy Place. In addition, there are comic books about working safely on the farm and a 5-lesson training manual. Topics include general safety, animals, equipment, chemicals, confined spaces, and worker's rights and responsibilities. All materials are in English and Spanish

- **AgriSafe Network:** <http://www.agrisafe.org/>

This website hosts monthly webinars on relevant safety topics. They have a series of videos in English about the proper use of PPE, including respirators.

- **National Ag Safety Database:** <http://nasdonline.org/4722/o000053/cornell-agricultural-safety-and-health-program.html>

Factsheets on agricultural occupational hazard management.

- **Western Center for Agricultural Health and Safety, UC Davis:**

<https://agcenter.ucdavis.edu/free-dairy-safety-training-guide-english-or-spanish>

Training guide in English or Spanish with sample training sessions that use participatory adult-education methods. Topics include Identifying Hazards, Controlling Hazards, Machinery Safety, Animal Safety, and Planning for Emergencies. Also includes a **comic book** (Eng/Span) called "How Pablo Learned to Work", which covers dairy cow behavior and handling.

- **U.S. Agricultural Safety and Health Centers:**

<https://www.youtube.com/playlist?list=PLY7XQBihZRNux6fNXaUbfFMEfuvE7j89Rb>

"Considering Human and Animal Safety: Dairy Safety Training" contains 7 videos in English and Spanish. Topics include Outside Animal Care, Milking Barn Safety, Feeding/Other Safety Issues, General & Outdoor Worker Safety, Milker & Calf Caretaker Safety, and Feeder Safety.

- **High Plains Intermountain Center for Agricultural Health and Safety:**

<https://vetmedbiosci.colostate.edu/hicahs/resources/>

HICAHS is similar to NYCAMH but covering the high plains region. There are a wide range of dairy worker safety videos covering anywhere from animal handling to mental health.

Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

ANIMAL HANDLING

- **National Dairy FARM Program:** <http://www.nationaldairyfarm.com/>

Under the “FARM Resources” tab on the home page, you will find the “Training Resources & Educational Library”. Here you can find training videos and documents on stockmanship, calf care, fitness to transport, euthanasia and non-ambulatory cow care. There are also links to resources for farm employee safety and HR trainings. This website also has a searchable “Resource Library” under the “FARM Resources” tab, which houses SOP templates, bilingual animal care posters and much more.

- **Dairy Care 365:** <http://www.dairycare365.com/>

Merck Animal Health has created these training videos, which are soon to be updated and will even feature some NY dairies! Click the “Start learning” button and then register for a free account under the “login” bar. Once logged in, you can access a number of videos produced by Merck in collaboration with industry experts. Each video is available in English and Spanish and is followed by a quiz. The current modules include Handling Down Cows, Handling Dairy Calves and Heifers, Euthanasia- Making the Difficult Decision, Moving Cows to the Milking Parlor, and Introduction to Dairy Stockmanship.

<http://www.dairycare365.com/offlinetrainingrequestform>

Use this website to request offline access of the videos described above. You can download them and use them without internet at any time.

- **Upper Midwest Agricultural Safety and Health Center:** <http://umash.umn.edu/stockmanship/>
UMASH defines dairy stockmanship as “a practice which promotes positive animal handling...important for both animal and worker safety”. There are five videos available: Using Predictable Animal Behavior to Increase Milk Production, How a Cow Uses Her Senses, Working with the Pressure Zone, Moving Cows More Effectively and Making the Milking Parlor a Happy Place. All materials are in English and Spanish.
- **Migrant Clinician Network:** <http://www.migrantclinician.org/communicatingsafety>

Communicating Safety: English as a Second Language Health and Safety Training Materials. This website offers a bilingual picture dictionary that focuses on safety on the dairy farm. Lesson plans and corresponding materials are available to teach workers about Staying Safe with Personal Protective Equipment, Working Safely in the Parlor, Safe Animal Handling and the Holding Area, Working Safely with Machinery, and Preparing for Emergencies.

<http://www.migrantclinician.org/seguridad>

Immigrant Dairy Worker Health and Safety

Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

- **Department of Labor: Animal Handling Safety Training:**

An interactive training on animal handling with question and answer sections.

English: <http://s3.amazonaws.com/AnimalHandling2017/Animal%20Handling%20English/story.html>

Spanish: <http://s3.amazonaws.com/AnimalHandling2017/Animal%20Handling%20Spanish/story.html>

CALF CARE

- **Calf Notes:** <http://www.calfnotes.com>

This website has an extensive library of fact sheets and short articles on calf care. Topics include colostrum feeding, milk & milk replaces, calf starters, health management, weaning, housing, and older heifers. Available in multiple languages, including English and Spanish.

- **Calves with Sam:** <http://dairycalfcare.blogspot.com/>

The late Dr. Sam Leadley of Attica Veterinary Associates had many years of experience raising calves and consulting on dairies in the US and internationally. On his blog you will find 8 years of archived articles on all aspects of calf management as well as links to his monthly newsletter, *Calving Ease*.

- **Calf Facts:** <http://www.atticacows.com/resources/calf-facts-resource-library.php>

Another resource written by Dr. Leadley, here you will find a long list of simple fact sheets and protocols focusing on the basics of calf care. Some examples are "Bleach is not Enough," "Washing Milk Containers," "Dehorning Calves" and "Pneumonia: Stop! Don't Cut that Nipple!". Many fact sheets are available in English and Spanish.

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- **Milk Specialties Global:**

English: <https://www.youtube.com/playlist?list=PL9I2ffXq7vGgWnwJyypnUmzLc6Xkdgo9Q>

Spanish: <https://www.youtube.com/playlist?list=PL9I2ffXq7vGhQKQzExwSL7rP1wFkBqMEE>

Their YouTube playlists house great quick-tip videos on best practices for calf care. Topics include mixing milk replacer, tubing, evaluating dehydration, dehorning and more.

Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

- **Iowa State University:** <https://www.youtube.com/user/ISUExtensionDairy/playlists>

English: https://www.youtube.com/playlist?list=PLRSU6MK8yWUM3phB9U_uHbE_IY9c1hA42

Spanish: https://www.youtube.com/playlist?list=PLRSU6MK8yWUPyiXkv2HZ_XxDqSoMh2CSg

The “Calf Care & Handling Training Videos” are a series of short (2-3 minute) videos that explain everything from passive immunity, using a tuber, and cold stress to the ins and outs of managing automatic feeders. Spanish and English.

Spanish factsheets: <https://www.extension.iastate.edu/dairyteam/hispanic-resources>

English factsheets: <https://www.extension.iastate.edu/dairyteam/calves-heifers>

MILK QUALITY

- **Michigan State University:** <https://topmilk.msu.edu/>

This website has a ton of information to help you train your parlor team about mastitis prevention and treatment. Materials are grouped by subjects such as mastitis prevention, monitoring etc. Training materials include videos, fact sheets and podcasts. English and Spanish.

- **Quality Milk Production Services (QMPS):** <https://www.vet.cornell.edu/animal-health-diagnostic-center/programs/quality-milk-production/education>

Short videos explaining milking prep, examining a cow for mastitis, and on-farm culturing. English only.

- **Iowa State University:**
https://www.youtube.com/playlist?list=PLRSU6MK8yWUMX3xKQFZBcvtC_HVfsh72k

Short, animated videos on the basics of milk quality and somatic cell count. English and Spanish.

CALVING ASSISTANCE

- **Spanish language webinar series from Pro-Dairy at Cornell:**
<https://prodairy.cals.cornell.edu/webinars/spanish-webinars>

The webinar on calving assistance helps to explain signs of calving, what is happening inside the cow during the calving process, and how to determine when intervention is necessary. Spanish only.

- **Penn State University Extension:**
<https://extension.psu.edu/reconocimiento-y-monitoreo-de-distocia>

This short video reviews the normal stages of labor, the causes of dystocia and correct management. Narrated by Dr. Adrian Barragan, a veterinarian with PSU Extension. Available in English and Spanish.

Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

- **Iowa State Extension:** <https://store.extension.iastate.edu/product/14540>
A bulletin explaining the three stages of calving and discussing “just in time” calving management. It also includes illustrations of normal and abnormal calving presentations. English only.
- **University of Wisconsin Extension:** <https://www.youtube.com/playlist?list=PLc2Qc-QSDxxiO24JyZ2VQvv-URHURUCvb>
Two short videos demonstrate applying chains to feet and legs and properly snaring a calf’s head. English and Spanish.

REPRODUCTION

- **Spanish language webinar series from Pro-Dairy:**
<https://prodairy.cals.cornell.edu/webinars/spanish-webinars>
A series of three dairy management webinars in Spanish provide information on Reproductive Physiology, 1st Service, and 2nd and subsequent services. Included in these webinars is information about how reproductive hormones work, the estrus cycle, synchronization protocols, etc.

Another webinar on calving assistance from helps explain signs of calving, what is happening inside the cow during the calving process, and how to determine when intervention is necessary.
- **University of Wisconsin-Extension, Dairy Partner:**
<https://fyi.uwex.edu/dairypartnerelcompanero/reproduction/>
A number of articles on heat detection, giving reproductive hormone injections, semen handling, breeding, etc. Spanish and English.
- **Dairy Cattle Reproductive Council:** <http://www.dcrcouncil.org/protocols/>
Go to this website for an explanation and illustrations of common synchronization protocols. Spanish and English.
- **University of Georgia:** <http://extension.uga.edu/publications/detail.html?number=B1344>
Looking to better communicate with Spanish-speaking employees involved in your reproduction program? A number of bilingual checklists can help you improve areas such as semen tank management, heat detection, synchronization protocols, insemination techniques and general troubleshooting. There’s also a list of common dairy terms relating to reproduction in Spanish and English.

HERD HEALTH

- **NWNY Team Website:** <https://nwnyteam.cce.cornell.edu/topic.php?id=1>
Look for employee training events throughout the year on our website. We hold many dairy skills trainings on AI, hoof trimming, feeding, calving, fresh cow topics and more. If you don’t

Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

see one you are looking for, please ask us! We are here to bring education to your farm employees!

A handbook for conducting physical examination of dairy cows is also available.

- **National FARM Program:**

<https://nationaldairyfarm.com/animal-care-training-resources/#herd-health>

The training resources, herd health section of the website has many resources from articles to videos on topics from hoof trimming to dry cow diets and everything in between. English and some Spanish resources.

LAMENESS/HOOF TRIMMING

- **Zinpro:** <https://www.zinpro.com/video-library/dairy-locomotion-videos#/videos/list>

Dairy cow hoof health videos including a guide to hoof trimming and locomotion scoring of dairy cattle. English only. Zinpro has some posters and DVDs available in Spanish. Contact your Zinpro rep for more information.

- **Cornell Cooperative Extension Lameness video series:**

<https://www.youtube.com/playlist?list=PLBMGyzTr13dtpleS5BLrk1Vz2NfbzzSnA>

A series of short videos designed specifically to highlight the main points that employees need to know about lameness on farm. Topics include: the impact of nutrition and facilities on lameness, identifying lameness, and the importance of foot baths and hoof trimming. Spanish and soon available in English.

- **Pro-Dairy/Cornell Cooperative Extension webinar:**

https://www.youtube.com/playlist?list=PLYUz8jwQQ_Tv8jPqf1MZXMOJjJ2VdPnjT

This webinar covers the cost of lameness, risk factors and best management practices, lameness detection and foot bath management. English only.

FORAGES/FEEDING

- **CCE NWNy Team Online Feeder School:**

<https://www.youtube.com/playlist?list=PLBMGyzTr13ds85QbtYBrE3w5ba73akdQf>

This is an excellent overview of feeding management. The normal in-person format was taken online and made available in Spanish and English.

- **CCE NWNy Team Short Tip Videos:**

<https://www.youtube.com/playlist?list=PLBMGyzTr13duFkXoOEXX2mdVUX0CrL8Ap>

A series of short tip videos on defacing, mixing and pushing up feed. Spanish and English.

- **Dairy Partner/El Compañero:** <https://fyi.uwex.edu/dairypartnerelcompanero/>

Many articles on feed and nutrition. (Other article topics include calf care, herd health, milk quality, reproduction and safety). Spanish and English.

Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

- **Lallemand:** <http://qualitysilage.com/lallemand-forward-handbooks/>

Free upon request are a number of handbooks, including Silage Management Technical Guide, Silage Quick Facts Handbook, and the Silage Safety Handbook. Spanish and English.

CREATING HUMAN RESOURCE MANAGEMENT DOCUMENTS

- **Cornell Agriculture Workforce Development:** <https://agworkforce.cals.cornell.edu/>
Here you will find excellent information on human resources management, workforce regulations and upcoming and archived events in NY. There are also many useful resources including an Employee Handbook template. The director, Dr. Richard Stup, is a specialist in agricultural human resource management.
- **Nebraska Extension Publications:**
<http://extensionpubs.unl.edu/publication/9000016360749/examples-of-job-descriptions-for-major-positions-on-dairy-farms/>

A guide to the process of developing job descriptions for positions in the dairy industry.

- **Penn State:** <https://extension.psu.edu/job-description-generator-for-the-dairy-industry>

An online tool that automates the process of creating job descriptions.

<https://extension.psu.edu/standard-operating-procedures-a-writing-guide>

A writing guide for standard operating procedures.

- **FARM Program:** <http://www.nationaldairyfarm.com/resource-library>
Under the resource library, check “workforce development” on the left-hand side to bring up comprehensive templates for anything from job application to housing repair forms.
- **Massachusetts Institute of Technology:** <https://hr.mit.edu/performance/reviews>
How to prepare for and conduct an annual performance review. Includes sample forms.
- **NYS Department of Labor:** <https://dol.ny.gov/>
If you search on the DOL website for “P130 Farmer Guide” it will bring you to a link for the Farmer’s Guide to NYS DOL. This is a comprehensive resource for many questions about labor law in NY state.

<https://labor.ny.gov/immigrants/agriculture-labor-program/services-for-agriculture-workers.shtm>

Immigrant policies and affairs section (above) has a lot of information for immigrant and migrant farmworkers working in NY state.

Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

EMPLOYEE HOUSING

- **Cornell Agriculture Workforce Development:** <https://agworkforce.cals.cornell.edu/>
Under Human Resource Management → Farmworker Housing you will find many resources such as a housing inspection checklist, orientation guide to housing for farmworkers and pest management guides. Many resources are in English and Spanish.
- **Stop Pests in Housing:** <http://www.stoppests.org/index.cfm>
- **New York State Integrated Pest Management:** <https://nysipm.cornell.edu/whats-bugging-you>
Basic information on how to deal with all kinds of bug, including bed bugs and cockroaches. There are a number of fact sheets for each. The One Step at a Time (Un Paso a la Vez) series includes illustrated instructions for how to inspect the house, clean and organize in order to reduce the risk of bed bugs, and how to prepare the house and belongings for a bed bug treatment. The program is planning more bilingual/Spanish events going forward.
- **Cornell Farmworker Program:**
<https://cornell.app.box.com/s/7sgp9o6j5zzqjk02q5luqkopal3thzgc>
The “Creating Positive Workplaces” includes a number of resources to help managers and workers communicate about housing.
- **NWNY Team:** <https://nwnyteam.cce.cornell.edu/topic.php?id=13#topbox>
A number of resources to help manage worker housing. Start with the Farm Worker Housing Quiz to evaluate your housing management, then use the sample cleaning schedules, sample house rules, and sample housing agreement to help improve it. Spanish and English.

LEARNING SPANISH/ENGLISH

- **Duolingo App:** <https://www.duolingo.com/>
This easy-to-use language learning app teaches you through reading, listening, typing and speaking. It’s similar to Rosetta Stone in that it is not dairy-focused, but is a great way to learn basic Spanish at your own pace. You can learn in as little as five minutes a day. Duolingo is free and available for Apple, Android and Windows phones as well as online.
- **Duolingo Podcast:** <https://podcast.duolingo.com/>
If you already understand some Spanish, this podcast is a great way to improve your comprehension and vocabulary. Each week, there’s a fun new story in easy-to-understand Spanish. Both Spanish and English narrators help you keep up. Available anywhere you can download podcasts (i.e. Stitcher, Google Play, Apple App Store, etc.).
- **Iboux:** <https://www.iboux.com/>
An online language tutoring service offering private or group lessons virtually for all levels.

Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

- **University of Minnesota Dairy Farmers' Pocket Spanish Dictionary:**
contact Kaitlyn Lutz at Kal263@cornell.edu for a PDF of this dictionary, which is organized by farm topic.
- **Hoard's Spanish Glossary for Milkers:** [https://hoards.com/article-97-the-dairy-farmers-english-spanish-glossary-for-milkers-\(glos\).html](https://hoards.com/article-97-the-dairy-farmers-english-spanish-glossary-for-milkers-(glos).html)

This dictionary is available for purchase for \$3 from Hoard's.
- **Hoard's en Español:** <http://www.hoardsenespanol.com/>
Hoard's Dairyman is available in Spanish, by mail or digitally. Find other dairy management resources in Spanish here.
- **Common Dairy Farm Vocabulary and Phrases:** <https://www.amazon.com/Common-Vocabulary-Phrases-English-Spanish/dp/0988873605>

Available for \$15 on Amazon, this phrase book is spiral-bound and printed on heavy duty materials.
- **Bilingual Dairy Workers Flashcards:** <https://fyi.uwex.edu/dairy/files/2015/01/Biligual-Dairy-Workers-Flashcards.pdf>

The flashcards include photos and English/Spanish words and phrases that are commonly used on dairy farms.
- **The Dairy Culture Coach Newsletter:**
<https://nwnyteam.cce.cornell.edu/topic.php?id=13&list=yes>

This quarterly newsletter includes some Spanish/English dairy vocabulary, bilingual articles about different farm topics, cultural information, and general management resources for farmers that have Hispanic employees.
- **Penn State Spanish Ag Phrasebook**
<https://extension.psu.edu/spanish-ag-phrasebook>

Key words for use on the farm in English and their Spanish translations, along with a simple guide to Spanish pronunciation.

***Did you find a link that didn't work? Can you think of another resource that we should add to the list?
Email Kaitlyn Lutz at kal263@cornell.edu*

This document is available online at:

<https://nwnyteam.cce.cornell.edu/submission.php?id=735&crumb=bilingual|13>