

Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

Dairy Training Resources

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-osh/tailgate-safety-training-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-alFy222MVAtox7Pgi3fj_GJ8x8x

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

- **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.

<http://fyi.uwex.edu/agsafety/2016/09/13/manure-gas-safety-webinar/>

Manure gas safety webinar recording

- **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 four videos available: Using Predictable Animal Behavior to Increase Milk Production, How a Cow Uses Her Senses, Working with the Pressure Zone, and Moving Cows More Effectively. In addition there are comic books about working

Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

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>

Factsheet on PTO safety.

- **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=PLY7XQBihZRNux6fNXaUbFMEfuvE7j89Rb>

"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.

ANIMAL HANDLING

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

Under the "Producer Resources" tab on the home page, you will find the "Resource Library". This includes Version 3.0 of the FARM Animal Care Reference Manual. You'll also find template SOPs for mortality management, non-ambulatory care, and calf care. In addition there is an English/Spanish poster titled "Top 11 Considerations for Culling Cattle" that helps farmers decide whether or not a cull cow is healthy enough to be shipped for slaughter.

- **Dairy Care 365:** <http://www.dairycares365.com/>

Merck Animal Health has collaborated with the National Dairy FARM Program in order to provide first-rate training materials. Under the "Training" tab you can sign up for a free membership (Click "register" below the login box). Once logged in, you can access a number of excellent 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.

Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

<http://www.dairyfarm365.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”. Their website provides a number of posters with reminders on how to safely move cows. There are also four videos available: Using Predictable Animal Behavior to Increase Milk Production, How a Cow Uses Her Senses, Working with the Pressure Zone, and Moving Cows More Effectively. Both the posters and videos 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
- **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.
- **Calves with Sam:** <http://dairyfarmcare.blogspot.com/>
Dr. Sam Leadley of Attica Veterinary Associates has many years of experience raising calves and consulting on dairies in the US and other countries. On his blog you will find frequent articles on all aspects of calf management as well as links to his monthly newsletter, *Calving Ease*. The most recent issue focuses on prevention and control of Salmonella Dublin.

Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

- **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 “Milk Replacer: Mixing Tips.”
- **Dairy Care 365:** <http://www.dairycares365.com/>
Merck Animal Health has collaborated with the National Dairy FARM Program in order to provide first-rate training materials. Under the “Training” tab you can sign up for a free membership. Once logged in, you can access a number of excellent videos produced by Merck in collaboration with industry experts. Each video is available in English and Spanish and is followed by a quiz. They have a number of modules to help train employees charged with calf care, including “Newborn Care & Handling,” “Calf Handling & Stockmanship,” and “Low-Stress Handling of Dairy Calves and Heifers.”
- **Calf Management DVD:** Contact Libby or Jerry for a copy!
A number of years ago Greg Cofta & Sam Leadley developed a training DVD in English and Spanish. It includes a number of narrated video clips that explain how to complete certain tasks such as dipping the navel, tubing colostrum, etc.
- **Genex Dairy Herdsman Videos:** <http://genex.crinet.com/page290/DairyHerdsmanVideos>
Genex has a number of excellent videos to help train herdsman, available in English and Spanish. “The Art & Science in Raising a Healthy Calf” goes over topics such as the importance of colostrum, how to tube a calf, cleaning and sanitation of feeding equipment, and weaning. The “Obstetrics” video is also good for anyone with responsibilities in the maternity pen. They’re available from Genex for \$49.00 each.
- **Milk Specialties Global:** <http://www.milkspecialties.com/animal-nutrition/tech-library/tech-library-calves/>
This website has a number of videos and technical bulletins on calf care. Topics include mixing milk replacer, tubing, evaluating dehydration, dehorning, and giving IVs. English only.

MILK QUALITY

- **University of Wisconsin Madison:** <http://milkquality.wisc.edu/>
This website has a plethora of information to help you train your parlor team about mastitis prevention and treatment. From posters explaining the basics of milking procedure, somatic cell count and mastitis to factsheets about the various mastitis organisms, you’ll find all kinds of training materials. Under the “media” tab, you’ll also find a link to all of their video series. These include topics such as managing different mastitis pathogens, the habits of highly effective milking routines, and how to evaluate milking performance. The latest video series includes 11

Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

short videos (about 5 minutes each) that walk you all the steps of using on-farm culturing. Not all but most of these resources are available in Spanish as well.

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.
- **Genex Obstetrics (Assisted Calving) Video:**
<http://genex.crinet.com/page290/DairyHerdsmanVideos>
Part of a larger series of videos for dairy herdsman, the Obstetrics video is one of the most thorough training tools out there on calving assistance. Narrated by a veterinarian, it includes topics like how to determine the stage of cervical dilation, making the decision to intervene, and how to use a calf jack. Available in English and Spanish.
- **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.
- **Progressive Dairy Solutions:** <http://www.progressivedairysolutions.com/training-calving.html>
This 20 minute video provides a thorough overview of calving assistance. The second half provides some especially useful demonstrations on correcting abnormal 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

- **Select Sires:** <http://www.selectsires.com/programs/SRSheatdetection.html?version=20170404>
This website offers articles titled “Heat Detection & Timing of A.I.”, “Talk Chalking, Anatomy & Physiology”, “Secondary Signs of Estrus”, “To Breed or Not to Breed”, and “A.I. Technique in Cattle.” Spanish and English.

<http://www.selectsires.com/programs/SRStraining.html?version=20170404>
This second link has articles on semen handling, semen tank care, and fresh cow management. Spanish and English.
- **Spanish language webinar series from Pro-Dairy:**
<https://prodairy.cals.cornell.edu/webinars/spanish-webinars>

Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

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>

Handbook for conducting physical examination of dairy cows.

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.

FORAGES/FEEDING

- **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.

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

Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

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

- **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>
Sample protocols for animal care.
- **Massachusetts Institute of Technology:** <http://hrweb.mit.edu/performance-development/performance-reviews/preparing-and-conducting-annual-performance-review>
How to prepare for and conduct an annual performance review. Includes sample forms.
- **Extension:** <http://articles.extension.org/pages/17552/evaluating-performance-and-providing-feedback-to-employees>
Guidelines and tips for conducting performance reviews. Includes a sample form.
- **NYS Department of Labor:** <https://labor.ny.gov/immigrants/agriculture-labor-program/services-for-agriculture-workers.shtm>
Services and Protections for Farmworkers is a quick reference guide to the rules and regulations as they apply to agricultural employers and employees.

EMPLOYEE HOUSING

- **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.

Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

- **Cornell Farmworker Program:** <https://cardi.cals.cornell.edu/programs/farmworker/resources-and-publications>

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.).

- **University of Minnesota Dairy Farmers’ Pocket Spanish Dictionary:** <https://www.extension.umn.edu/agriculture/dairy/employees/Dairy-Farmers-Pocket-Spanish-Dictionary.pdf>

Organized by farm topic, this dictionary has both words and common phrases for dairy farm tasks.

- **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.

- **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>

Cornell Cooperative Extension

Northwest NY Dairy, Livestock and Field Crops Program

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 Libby Eiholzer at geg24@cornell.edu!*