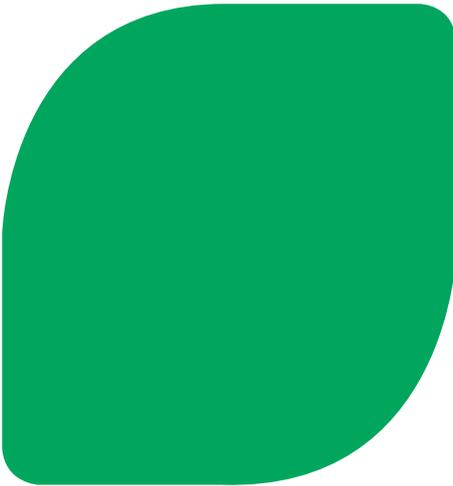




Western Local Land Services Land Services Program



The Land Services Program (the Program) offers a new approach to property planning and rural enterprise mentoring.

The Program runs over two years or eight 'quarters' with an annual intake of participants.

A structured four quarter program repeats annually and is enhanced by regular training, mentoring and capacity building.

Participants will receive access to training and services estimated to have a total value of \$26,000 over the course of the program. Additionally, the potential longer term benefits to individuals businesses are substantial.

Case officers and mentors – a new approach

The Program operates under a case officer approach, which pairs participants with a Local Land Services staff member who will provide support and guidance through the program. Case officers and participants are responsible for developing rapport and determining an appropriate level of support, contact and interaction.

Case officers are to assist in structuring the overall program for participants, and navigating issues related to training and program completion. In addition, a range of mentors are being identified to match the particular enterprise and landscapes of the participants.

Mentors may be utilised as part of the training budget to provide daily advice, one on one support, or to demonstrate enterprises and opportunities to participants.



Local Land
Services



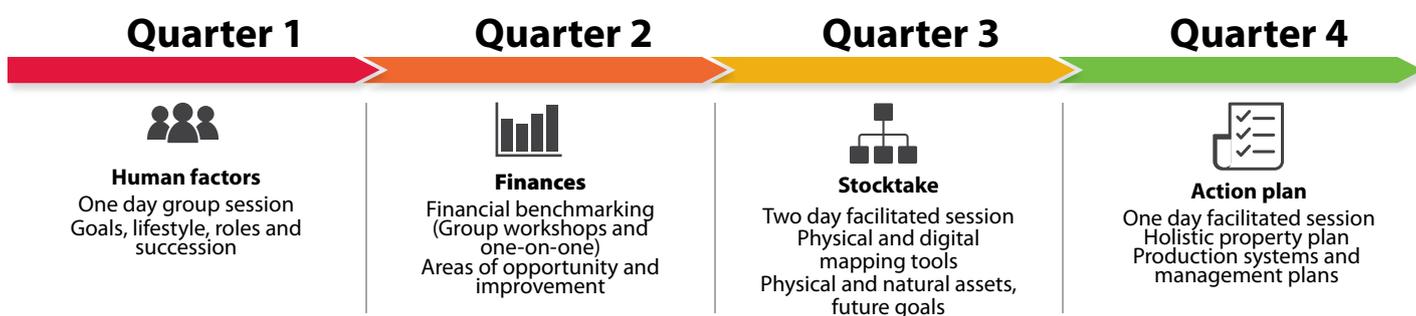
The Land Services Program is a joint initiative between Local Land Services and Soils for Life.



*Quarters run over three months, ie Jan - March, April - June.

Timeline

Year 1



Quarter 1: Human factors

A one day facilitated group session which explores human and social factors relevant to participants businesses. This will include goal setting, lifestyle aspirations, skills audit, business roles and responsibilities and succession. By understanding these factors allows a direction to be set regarding longer term goals and plans that a business then needs to be aligned to. Participants will attend the session with case officers and/or mentors.

Quarter 2: Finances

Participants will receive one-on-one and group support to complete a farm business management report for their business. Meetings will be used to present and interpret the group's annual benchmarking results and discuss other technical topics on farm productivity that may be identified by the group. Issues covered in these meetings may include investment analysis for improvements to resources and infrastructure, expansion of the farm business and farm business strategy or technical aspects of the farm business such as genetics, animal health and labour. *Only higher level financial information will be shared with Local Land Services (such as key performance indicator ratios). All financial detail will remain only with participants.*

Quarter 3: Stocktake

A facilitated two-day group session assessing the physical assets, natural resources and infrastructure present on participants properties. Physical maps and/or digital mapping tools such as FarmMap4D will be used in this workshop. An Ecosystems Management Understanding type approach will be followed to identify linkages between land systems, infrastructure design, land management and productivity. This will provide the basis to property planning with regard to condition of physical and natural assets, their current capability and goals going forward. Participants will attend the session with case officers and/or mentors.

Quarter 4: Action plan

A one day facilitated session to bring together the previous three sessions and provide guidance through the process of enacting and managing change in your business. Participants will also have the opportunity to work with mentors and case officers to write a holistic property plan, guided by the Local Land Services property planning module.

Quarters 5 - 7: Support and guidance

Second year participants will continue to work with case officers to develop their property plan as a written document. In doing so, they will have access to training and support to pursue identified priorities. Participants may also re-visit any of the sessions completed in the previous year as they are delivered to the new cohort.

Quarter 8: Program review

Participants undertake a review of the program in order to assess the degree to which a property plan has been completed, changes made to their business, knowledge gained and the overall value of the program. This will involve a formalised questionnaire as well as reflection and discussion with case officers. Completing a review allows priorities to be re-assessed, achievements to be acknowledged and further goals set for participants as they go forward outside of the program. It also provides valuable feedback to Local Land Services to focus the future development of the program.

Year 2

Quarter 5

Quarter 6

Quarter 7

Quarter 8



Support and guidance

Case officer support and guidance from mentors
Identification of and undertaking training opportunities or learning experiences
Further development of and implementation of property plan



Program review

Review of the program to identify business improvements, knowledge gained and overall value of the program.

Training list

As part of the Program, participants will receive a complementary three year subscription to FarmMap4D. This is a web based property mapping program allowing land managers to map and plan spatial aspects of farm management.

It also provides access to a range of data and tools such as ground cover time series, elevation measurement, land type mapping and carrying capacity analysis.

Participants will also receive up to \$10,000 p.a for the duration of the two year program. This is to support capacity building activities that align with the goals and priorities of their business, as identified during the property planning process.

This can include formalised courses, industry conferences and on property field days.

General themes within which funded activities should fit are land management, enterprise specific courses, business and finance, whole farm management, people management and succession planning.

Some examples of courses and events within these areas include:

- GrazingforProfit™
- Lambex
- KLR Marketing
- Lifetime Ewe Management
- Ecosystems Management Understanding (EMU™)
- Foundations of farm succession
- Being a better boss – industrial relations.

A more comprehensive list of suggested courses can be provided by Local Land Services, however participants are invited to propose any activity they feel will be most relevant and beneficial.

All training and activities are subject to cost sharing, and are funded utilising Western Local Land Services Small Grants funding protocols.

It should also be noted that the Rural Assistance Authority currently offers a 50 per cent rebate on approved courses. This can be explored on their website www.raa.nsw.gov.au/assistance/professional-development-program



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For more information:

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