

final report – Appendix 4

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Feedlot industry training and leadership development strategy - Recommendations

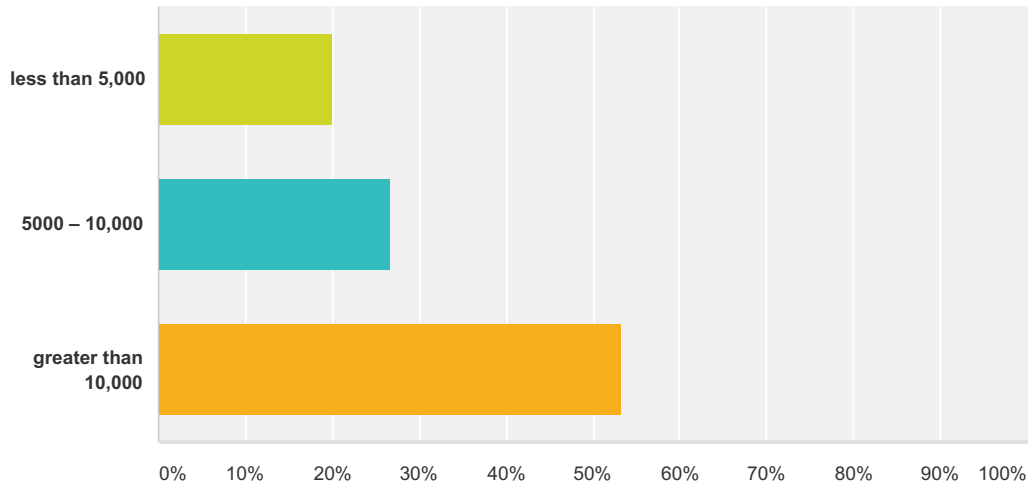
Appendix 4 – Feedlot benchmarking survey

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Q1 What is the capacity of your feedlot?

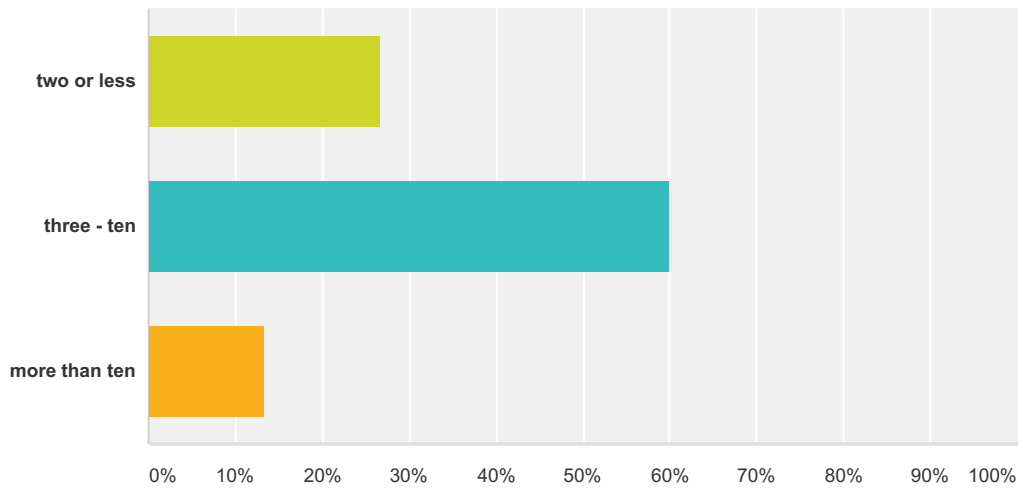
Answered: 15 Skipped: 1



Answer Choices	Responses	
less than 5,000	20.00%	3
5000 - 10,000	26.67%	4
greater than 10,000	53.33%	8
Total		15

Q2 What is the size of your management team?

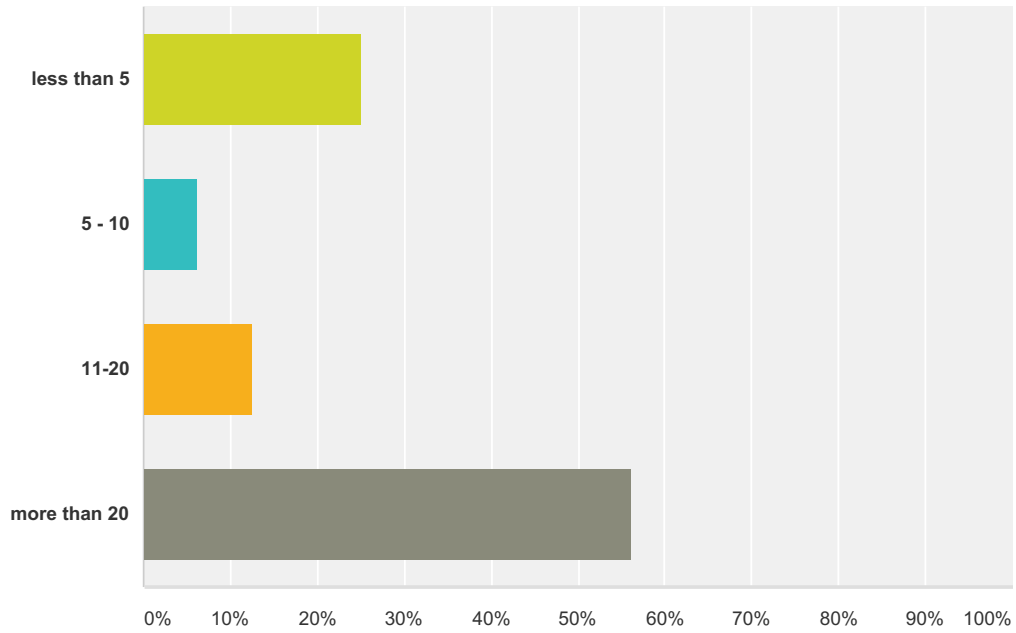
Answered: 15 Skipped: 1



Answer Choices	Responses
two or less	26.67% 4
three - ten	60.00% 9
more than ten	13.33% 2
Total	15

Q3 How many people work in your feedlot (including the management team)?

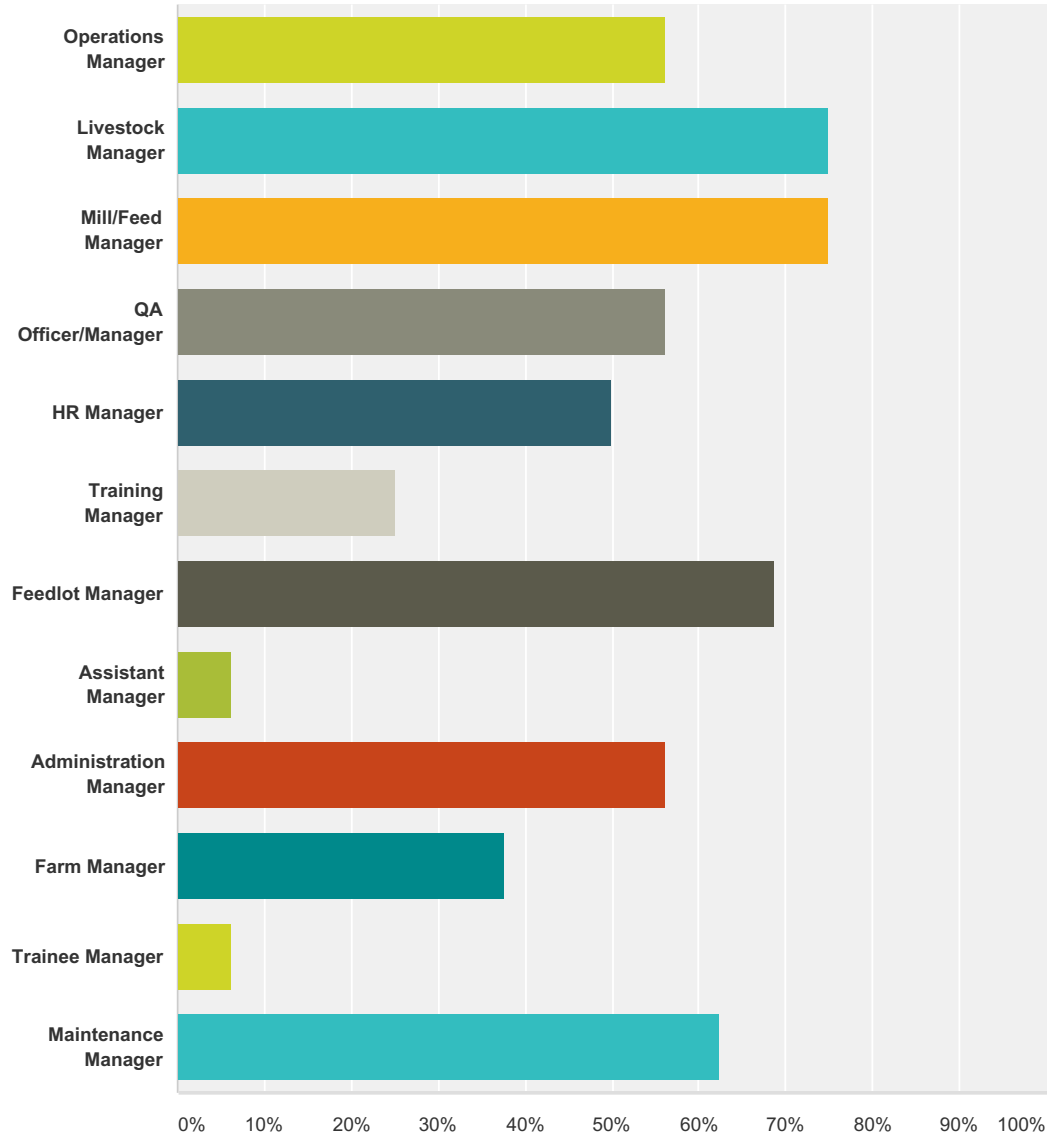
Answered: 16 Skipped: 0



Answer Choices	Responses
less than 5	25.00% 4
5 - 10	6.25% 1
11-20	12.50% 2
more than 20	56.25% 9
Total	16

Q4 What positions exist in your management team? (Please tick all that apply)

Answered: 16 Skipped: 0



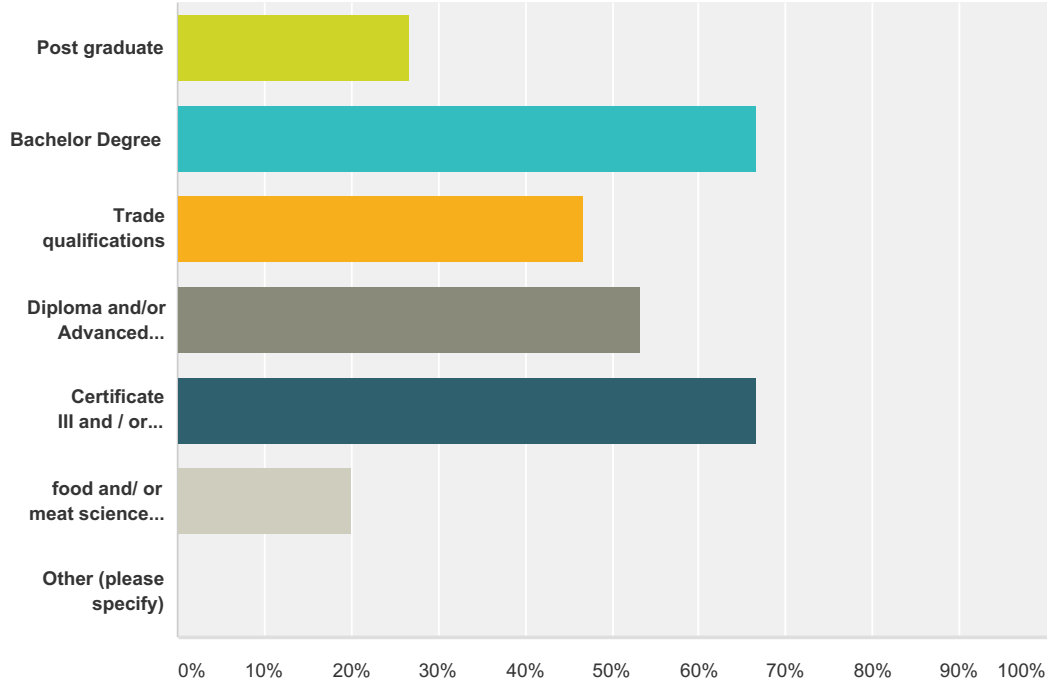
Answer Choices	Responses
Operations Manager	56.25% 9
Livestock Manager	75.00% 12
Mill/Feed Manager	75.00% 12
QA Officer/Manager	56.25% 9
HR Manager	50.00% 8
Training Manager	25.00% 4

Feedlot Benchmarking survey

Feedlot Manager	68.75%	11
Assistant Manager	6.25%	1
Administration Manager	56.25%	9
Farm Manager	37.50%	6
Trainee Manager	6.25%	1
Maintenance Manager	62.50%	10
Total Respondents: 16		

**Q5 Which qualifications are held by at least one member of your management team?
(Please tick all that apply.)**

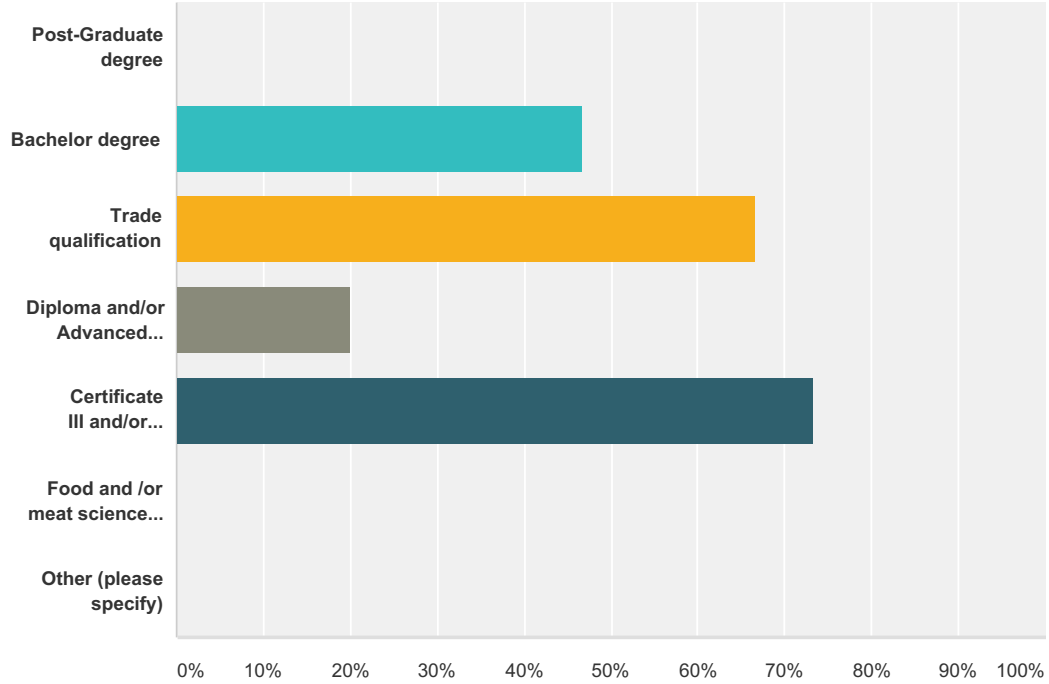
Answered: 15 Skipped: 1



Answer Choices	Responses
Post graduate	26.67% 4
Bachelor Degree	66.67% 10
Trade qualifications	46.67% 7
Diploma and/or Advanced Diploma	53.33% 8
Certificate III and / or Certificate IV	66.67% 10
food and/ or meat science qualification	20.00% 3
Other (please specify)	0.00% 0
Total Respondents: 15	

**Q6 What qualifications are held by at least one non-management member of staff?
(Please tick all that apply.)**

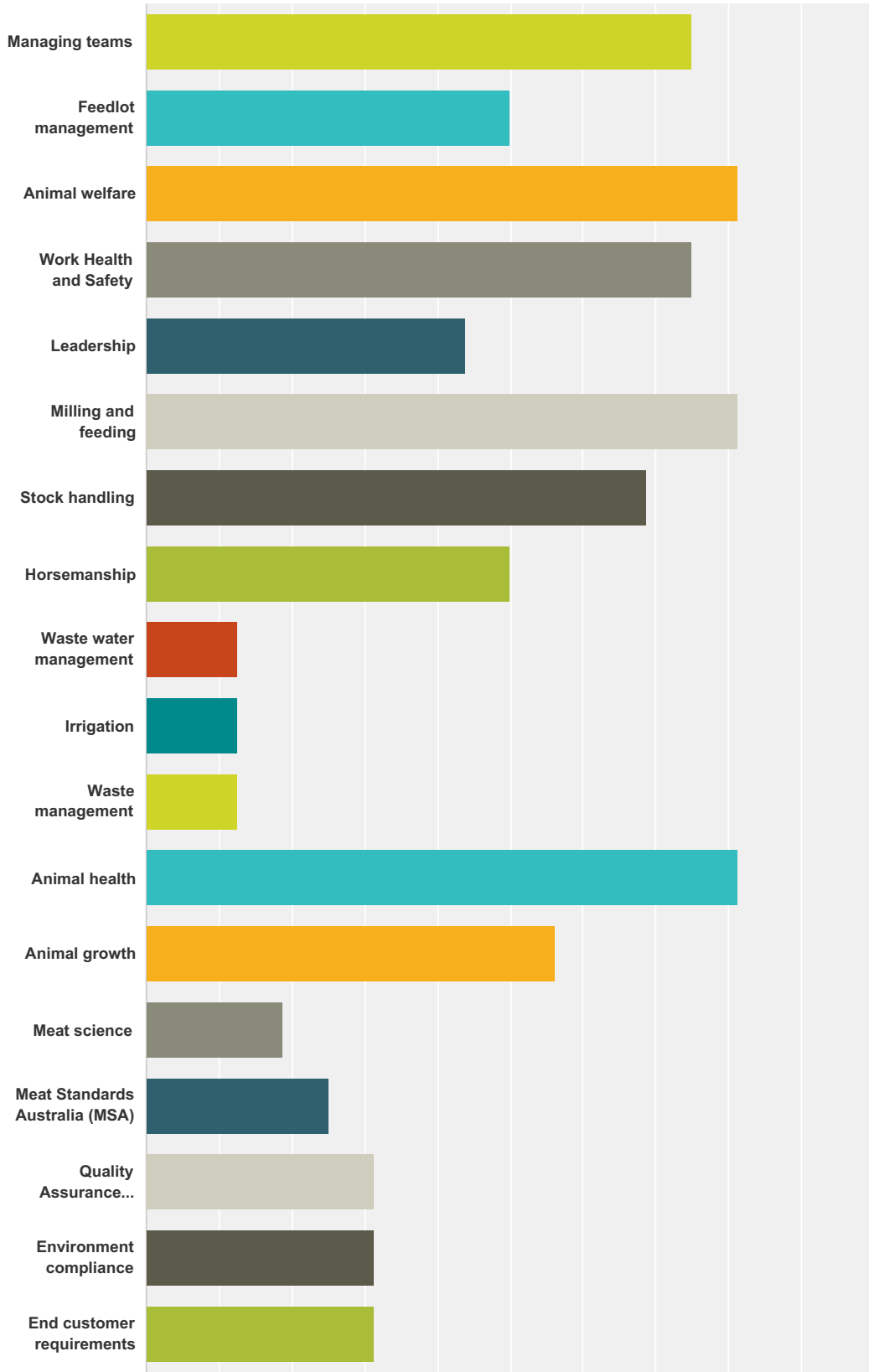
Answered: 15 Skipped: 1



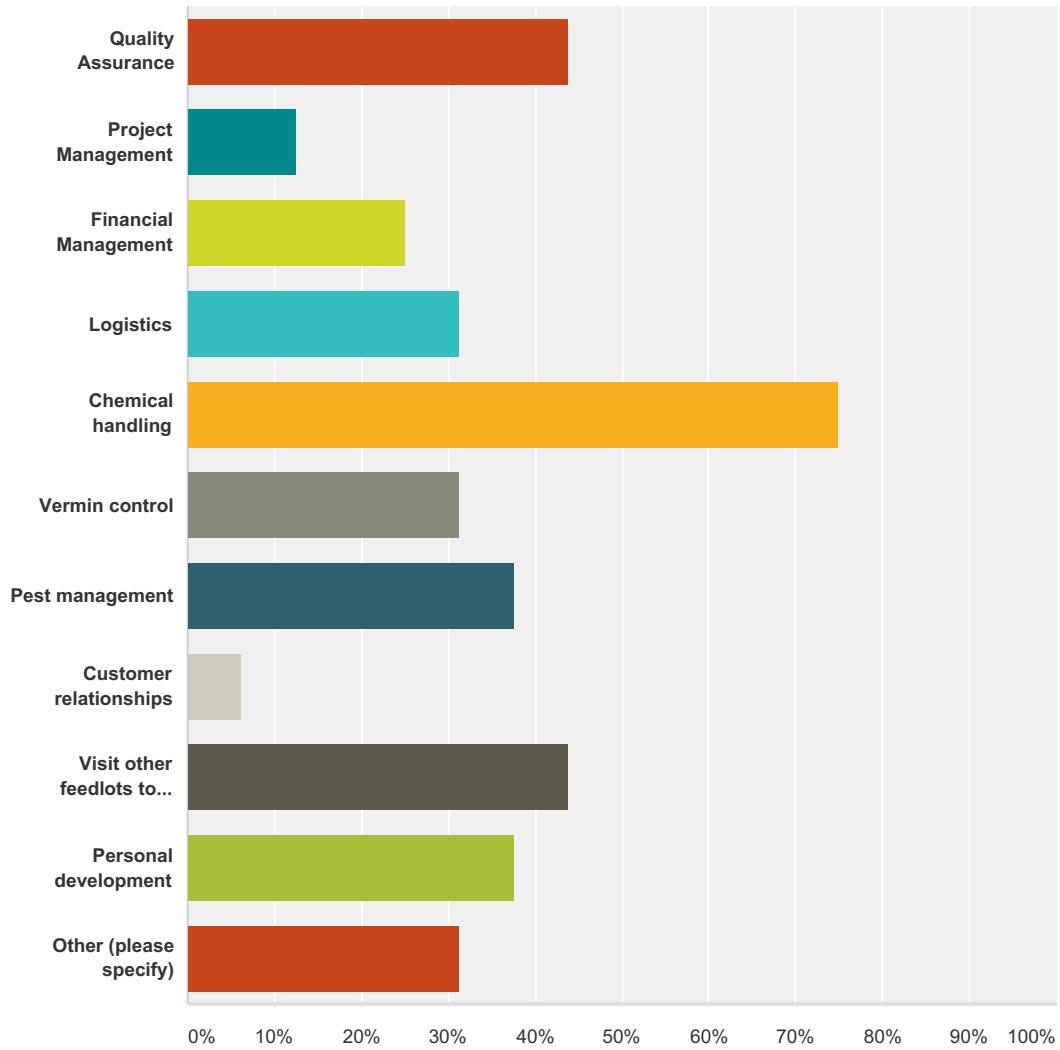
Answer Choices	Responses
Post-Graduate degree	0.00% 0
Bachelor degree	46.67% 7
Trade qualification	66.67% 10
Diploma and/or Advanced Diploma	20.00% 3
Certificate III and/or Certificate IV	73.33% 11
Food and /or meat science qualification	0.00% 0
Other (please specify)	0.00% 0
Total Respondents: 15	

Q7 What non-accredited (informal) training is offered to management staff? (Please tick as many as apply)

Answered: 16 Skipped: 0



Feedlot Benchmarking survey



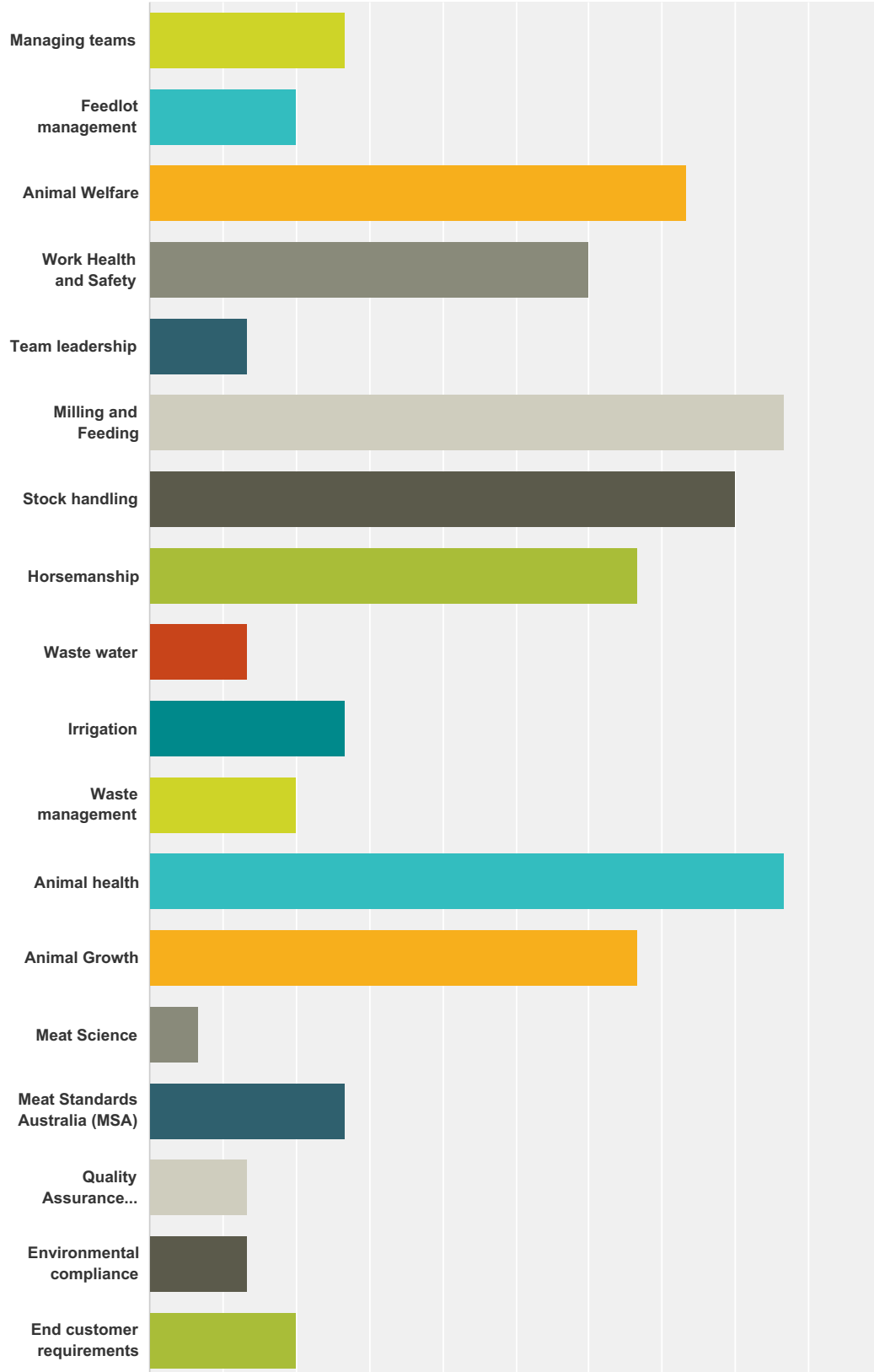
Answer Choices	Responses	
Managing teams	75.00%	12
Feedlot management	50.00%	8
Animal welfare	81.25%	13
Work Health and Safety	75.00%	12
Leadership	43.75%	7
Milling and feeding	81.25%	13
Stock handling	68.75%	11
Horsemanship	50.00%	8
Waste water management	12.50%	2
Irrigation	12.50%	2
Waste management	12.50%	2
Animal health	81.25%	13

Feedlot Benchmarking survey

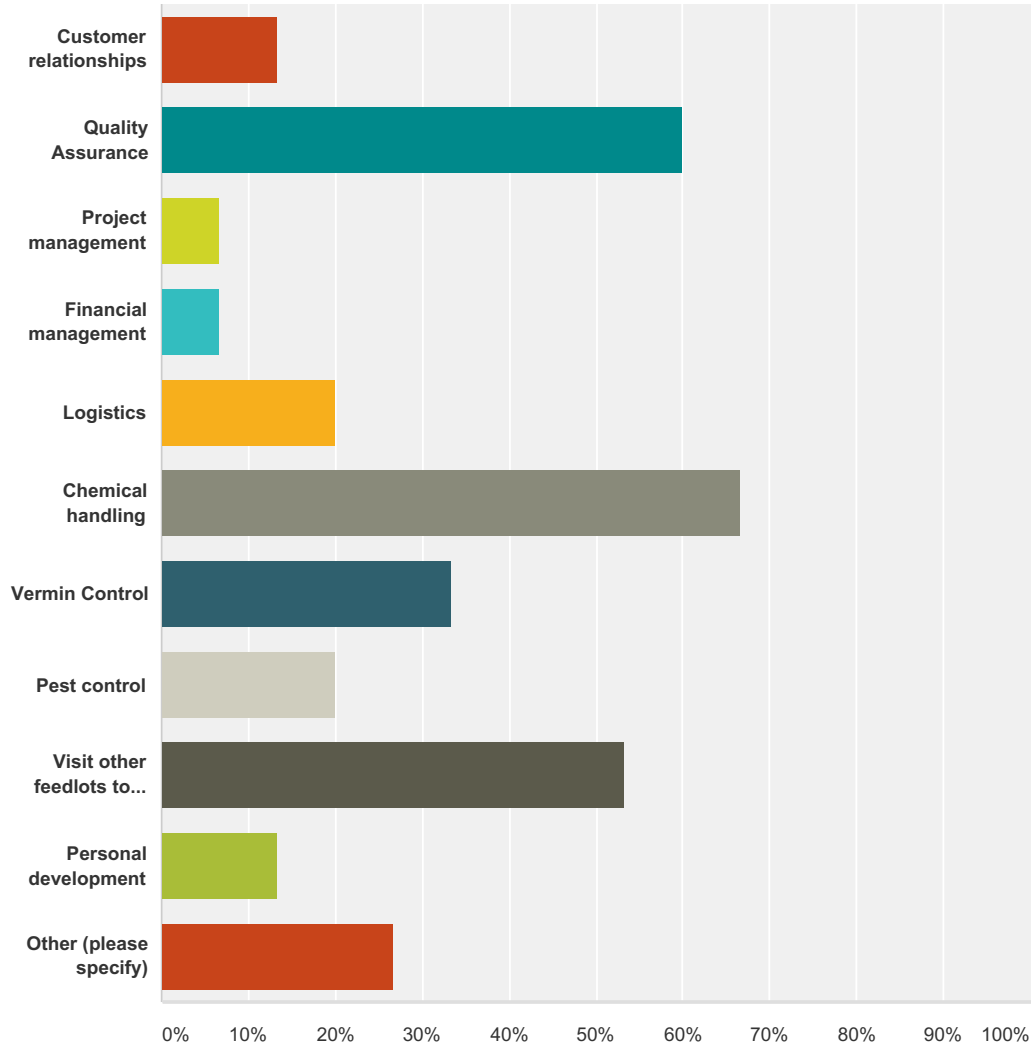
Animal growth	56.25%	9
Meat science	18.75%	3
Meat Standards Australia (MSA)	25.00%	4
Quality Assurance auditing	31.25%	5
Environment compliance	31.25%	5
End customer requirements	31.25%	5
Quality Assurance	43.75%	7
Project Management	12.50%	2
Financial Management	25.00%	4
Logistics	31.25%	5
Chemical handling	75.00%	12
Vermin control	31.25%	5
Pest management	37.50%	6
Customer relationships	6.25%	1
Visit other feedlots to review systems	43.75%	7
Personal development	37.50%	6
Other (please specify)	31.25%	5
Total Respondents: 16		

**Q8 What non-accredited (informal) training is offered to non-management staff?
(Please tick as many as apply)**

Answered: 15 Skipped: 1



Feedlot Benchmarking survey



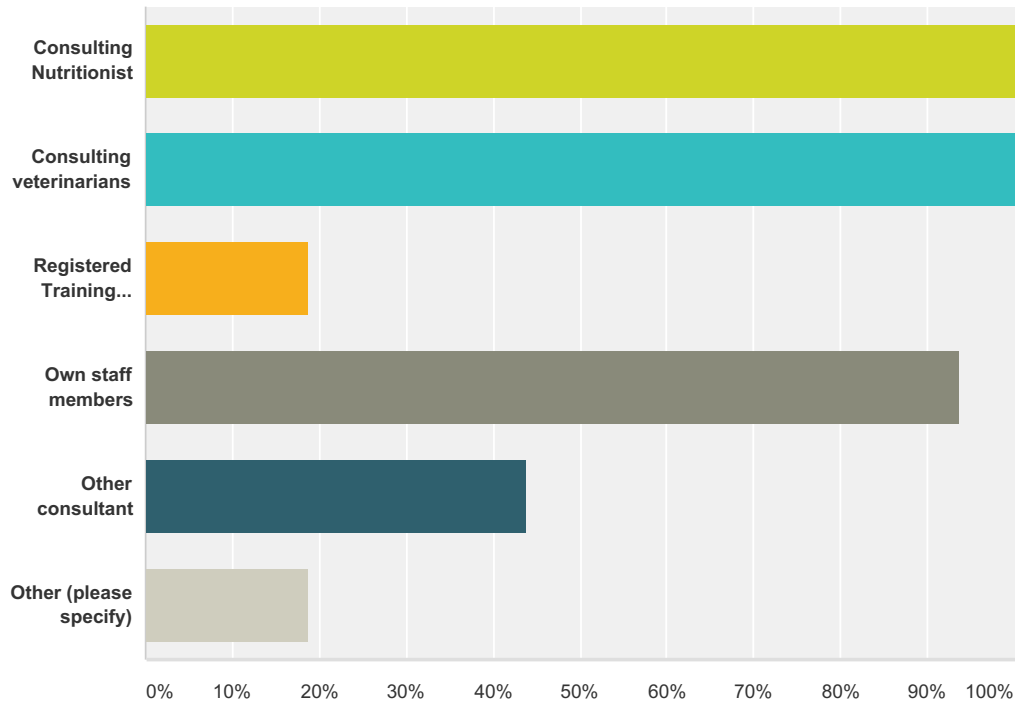
Answer Choices	Responses
Managing teams	26.67% 4
Feedlot management	20.00% 3
Animal Welfare	73.33% 11
Work Health and Safety	60.00% 9
Team leadership	13.33% 2
Milling and Feeding	86.67% 13
Stock handling	80.00% 12
Horsemanship	66.67% 10
Waste water	13.33% 2
Irrigation	26.67% 4
Waste management	20.00% 3
Animal health	86.67% 13

Feedlot Benchmarking survey

Animal Growth	66.67%	10
Meat Science	6.67%	1
Meat Standards Australia (MSA)	26.67%	4
Quality Assurance auditing	13.33%	2
Environmental compliance	13.33%	2
End customer requirements	20.00%	3
Customer relationships	13.33%	2
Quality Assurance	60.00%	9
Project management	6.67%	1
Financial management	6.67%	1
Logistics	20.00%	3
Chemical handling	66.67%	10
Vermin Control	33.33%	5
Pest control	20.00%	3
Visit other feedlots to review systems	53.33%	8
Personal development	13.33%	2
Other (please specify)	26.67%	4
Total Respondents: 15		

Q9 Who delivers the informal training? (Tick all that apply)

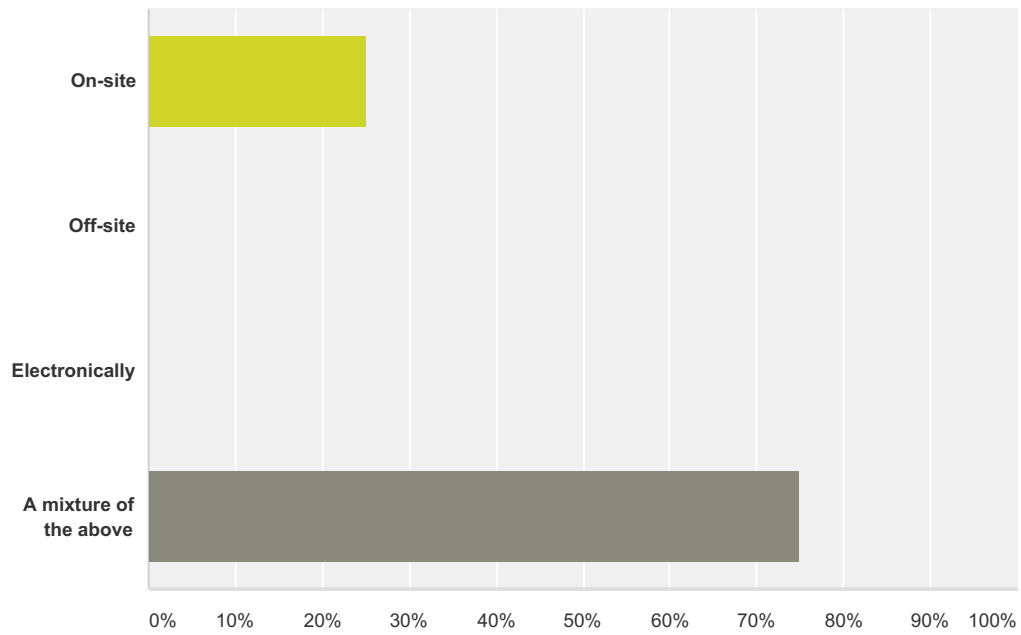
Answered: 16 Skipped: 0



Answer Choices	Responses
Consulting Nutritionist	100.00% 16
Consulting veterinarians	100.00% 16
Registered Training Organisation	18.75% 3
Own staff members	93.75% 15
Other consultant	43.75% 7
Other (please specify)	18.75% 3
Total Respondents: 16	

Q10 Where is the training mainly delivered?

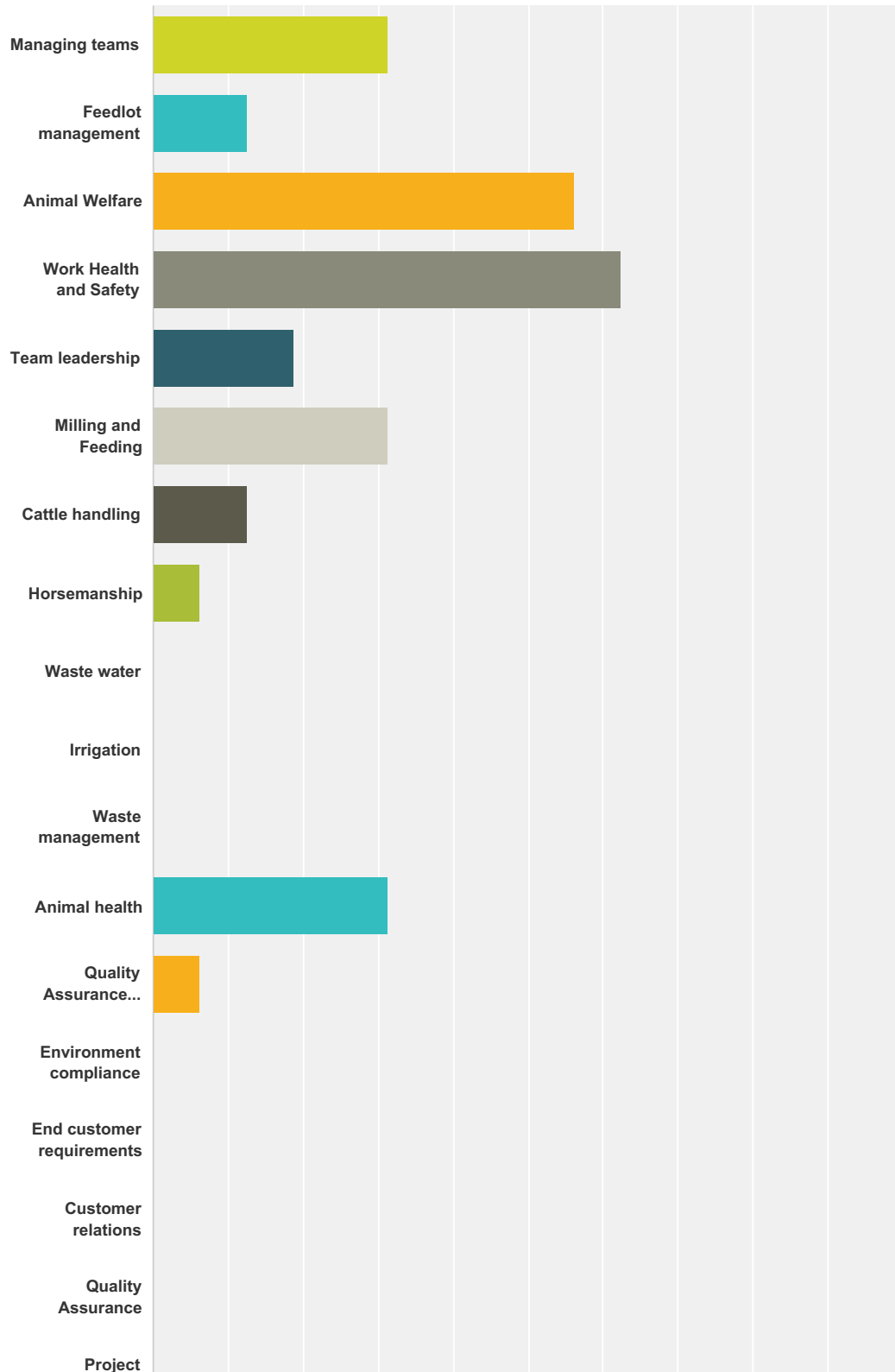
Answered: 16 Skipped: 0



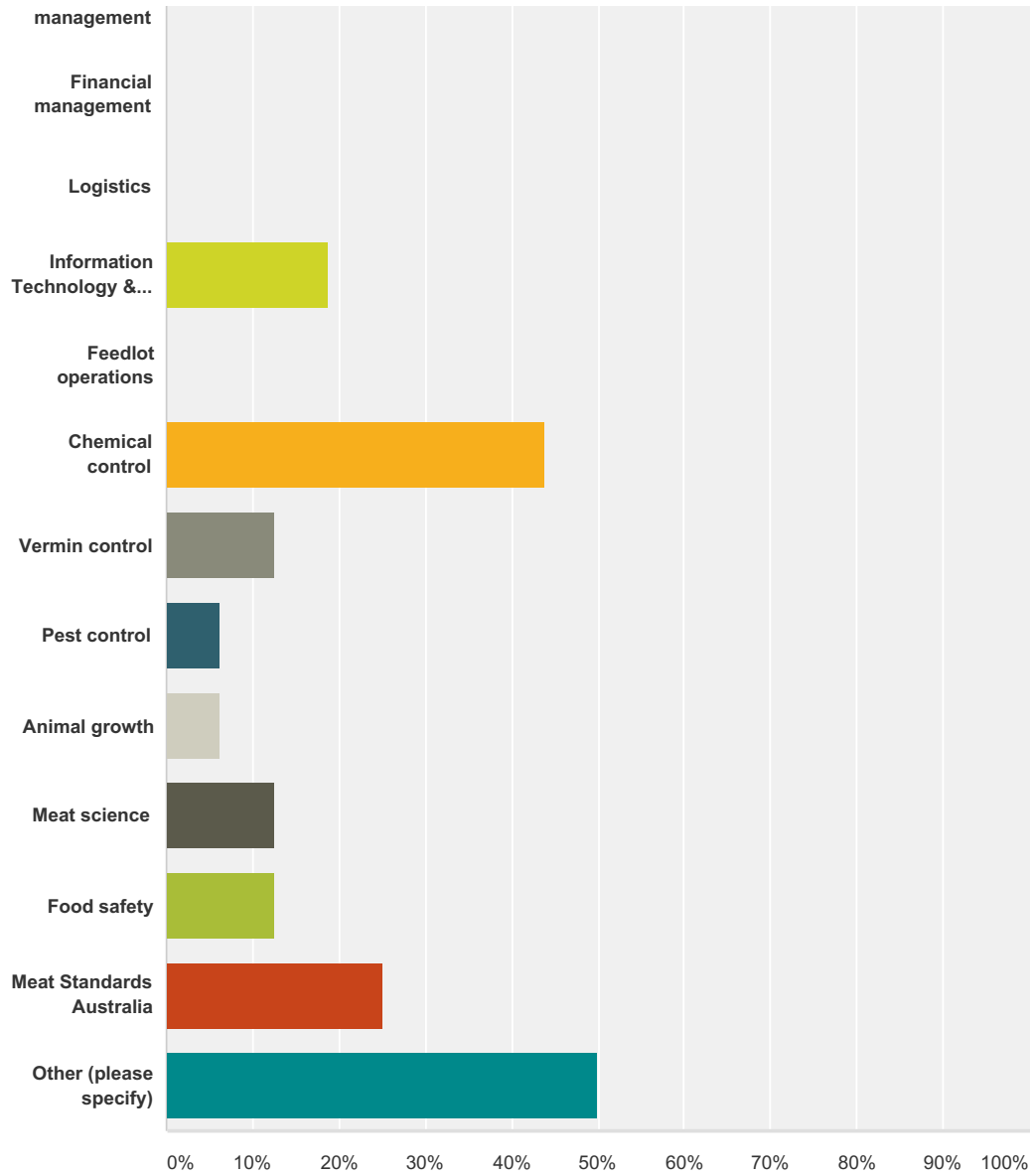
Answer Choices	Responses	
On-site	25.00%	4
Off-site	0.00%	0
Electronically	0.00%	0
A mixture of the above	75.00%	12
Total		16

Q11 What formal (accredited) training has been offered to at least one member of your management team? (Please tick as many as apply)

Answered: 16 Skipped: 0



Feedlot Benchmarking survey



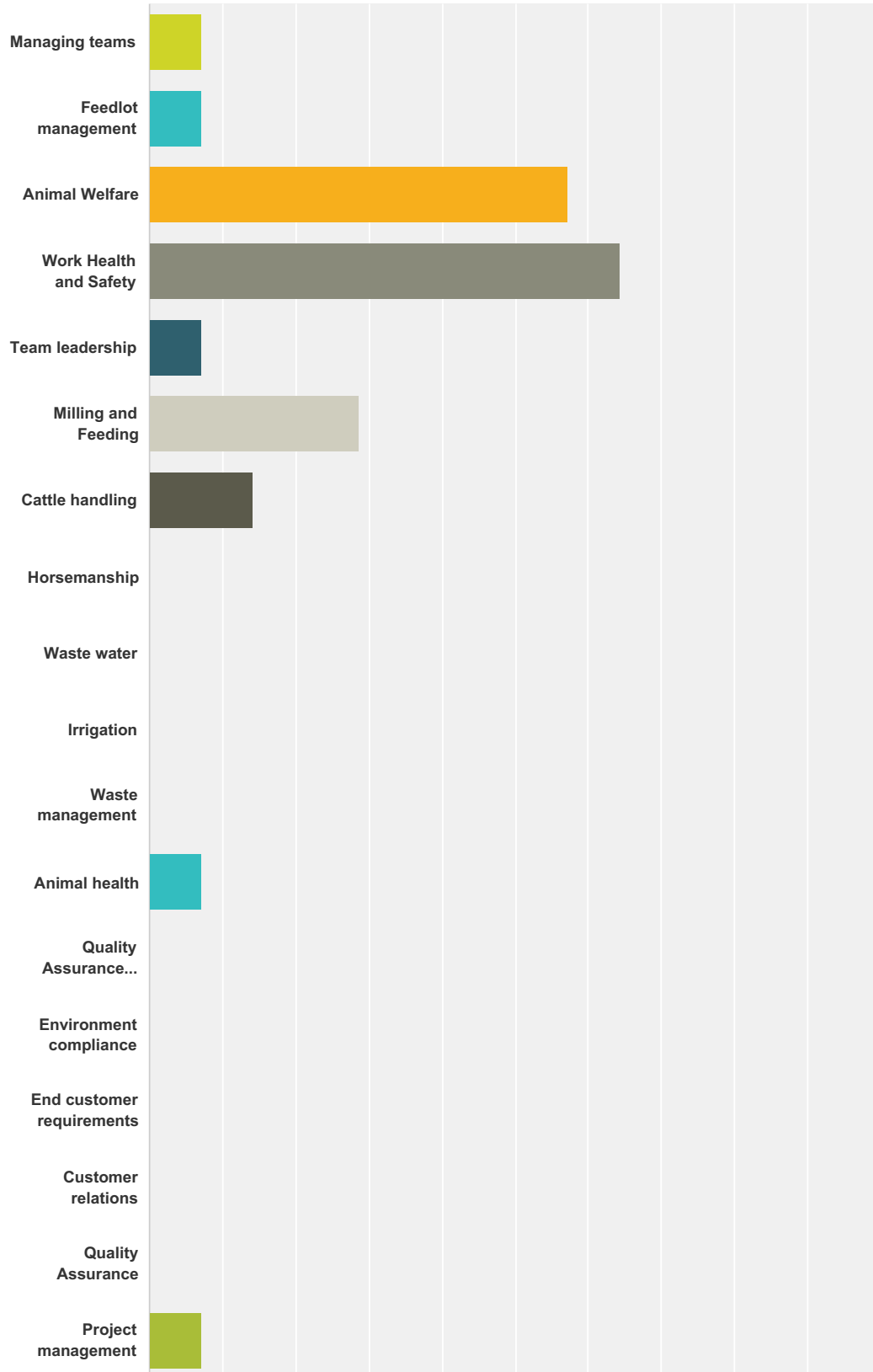
Answer Choices	Responses
Managing teams	31.25% 5
Feedlot management	12.50% 2
Animal Welfare	56.25% 9
Work Health and Safety	62.50% 10
Team leadership	18.75% 3
Milling and Feeding	31.25% 5
Cattle handling	12.50% 2
Horsemanship	6.25% 1
Waste water	0.00% 0
Irrigation	0.00% 0

Feedlot Benchmarking survey

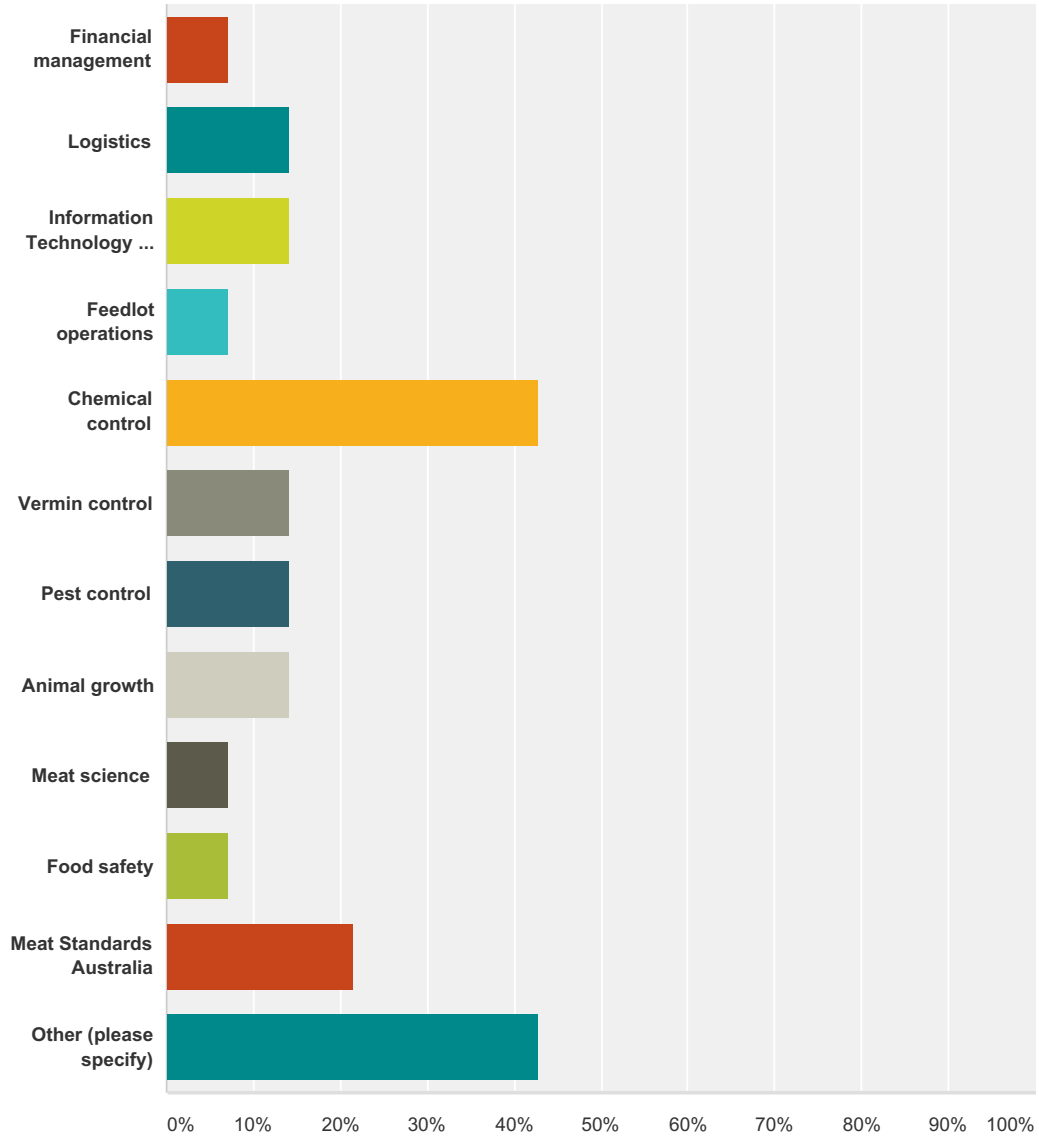
Waste management	0.00%	0
Animal health	31.25%	5
Quality Assurance auditing	6.25%	1
Environment compliance	0.00%	0
End customer requirements	0.00%	0
Customer relations	0.00%	0
Quality Assurance	0.00%	0
Project management	0.00%	0
Financial management	0.00%	0
Logistics	0.00%	0
Information Technology & software management	18.75%	3
Feedlot operations	0.00%	0
Chemical control	43.75%	7
Vermin control	12.50%	2
Pest control	6.25%	1
Animal growth	6.25%	1
Meat science	12.50%	2
Food safety	12.50%	2
Meat Standards Australia	25.00%	4
Other (please specify)	50.00%	8
Total Respondents: 16		

Q12 What formal (accredited training) is offered to non-management feedlot staff members? (Please tick as many as apply.)

Answered: 14 Skipped: 2



Feedlot Benchmarking survey



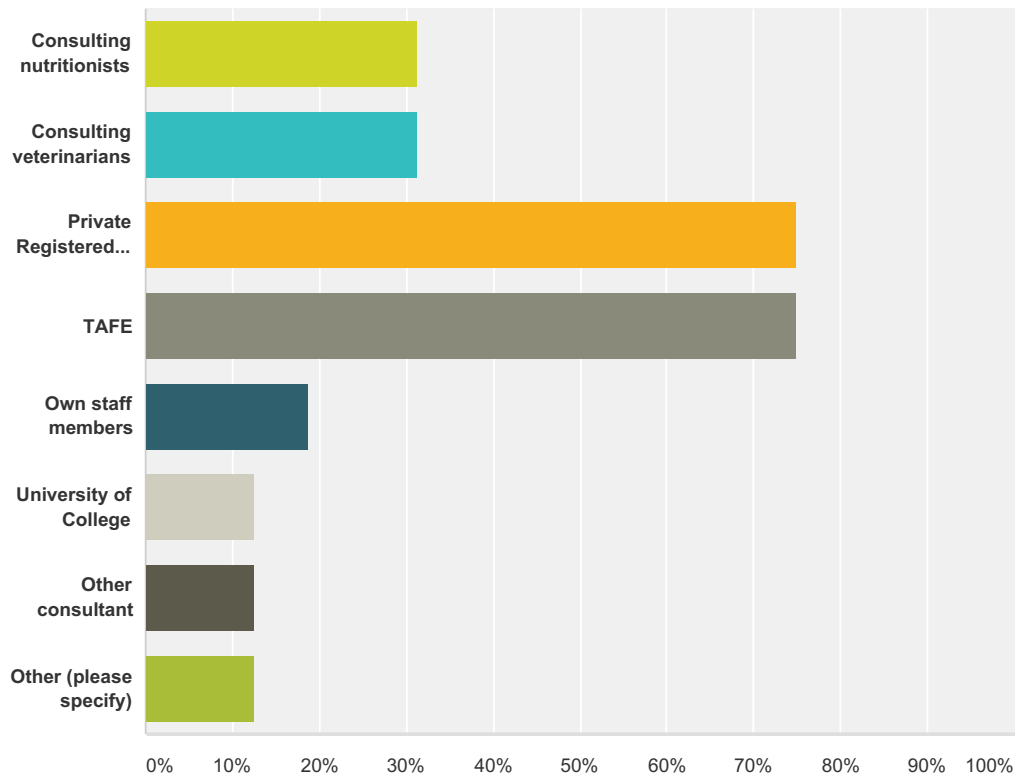
Answer Choices	Responses
Managing teams	7.14% 1
Feedlot management	7.14% 1
Animal Welfare	57.14% 8
Work Health and Safety	64.29% 9
Team leadership	7.14% 1
Milling and Feeding	28.57% 4
Cattle handling	14.29% 2
Horsemanship	0.00% 0
Waste water	0.00% 0
Irrigation	0.00% 0
Waste management	0.00% 0

Feedlot Benchmarking survey

Animal health	7.14%	1
Quality Assurance auditing	0.00%	0
Environment compliance	0.00%	0
End customer requirements	0.00%	0
Customer relations	0.00%	0
Quality Assurance	0.00%	0
Project management	7.14%	1
Financial management	7.14%	1
Logistics	14.29%	2
Information Technology & software management	14.29%	2
Feedlot operations	7.14%	1
Chemical control	42.86%	6
Vermin control	14.29%	2
Pest control	14.29%	2
Animal growth	14.29%	2
Meat science	7.14%	1
Food safety	7.14%	1
Meat Standards Australia	21.43%	3
Other (please specify)	42.86%	6
Total Respondents: 14		

Q13 Who delivers formal (accredited) training? Please tick as many as apply.

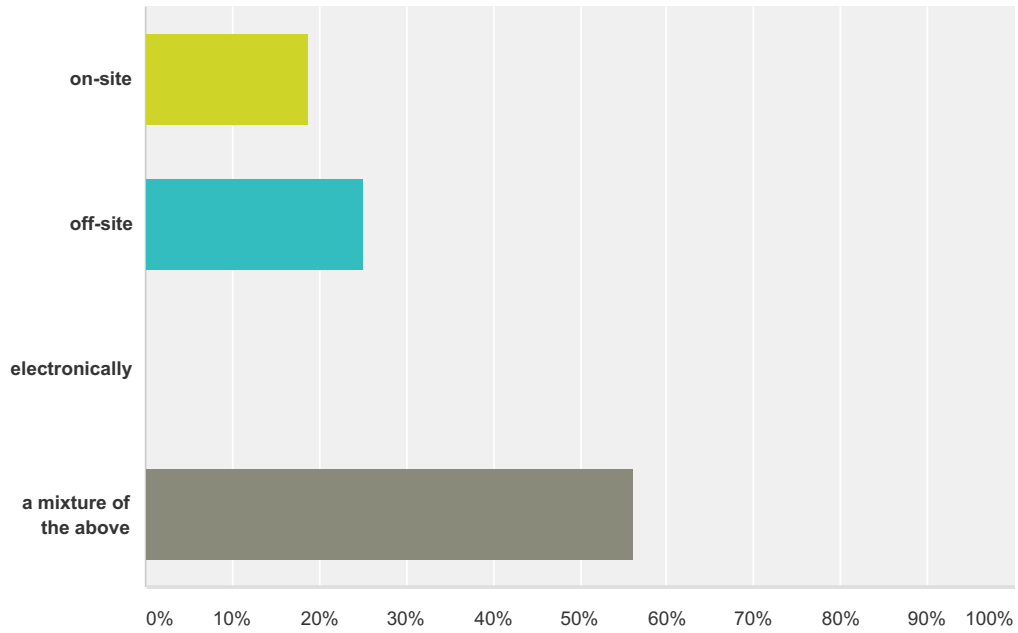
Answered: 16 Skipped: 0



Answer Choices	Responses
Consulting nutritionists	31.25% 5
Consulting veterinarians	31.25% 5
Private Registered Training Organisations	75.00% 12
TAFE	75.00% 12
Own staff members	18.75% 3
University of College	12.50% 2
Other consultant	12.50% 2
Other (please specify)	12.50% 2
Total Respondents: 16	

Q14 Where is accredited training usually delivered?

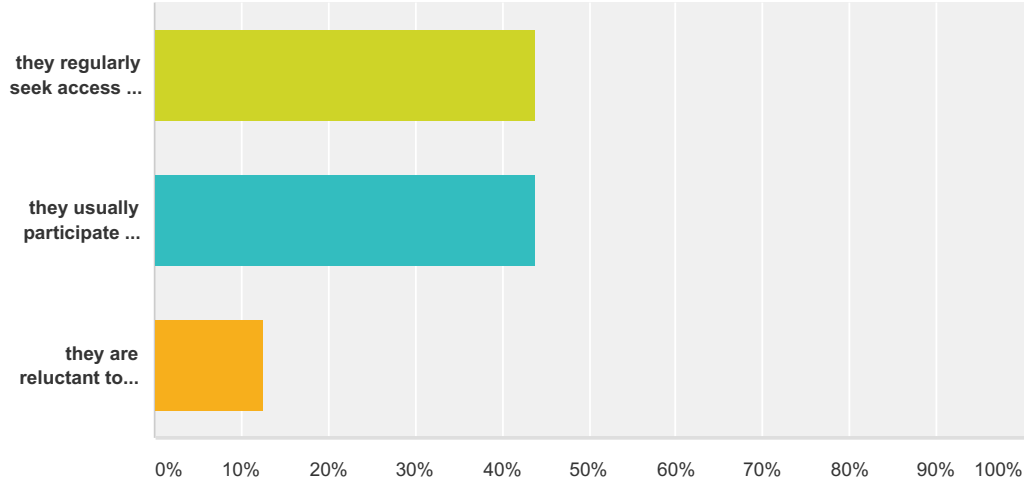
Answered: 16 Skipped: 0



Answer Choices	Responses	
on-site	18.75%	3
off-site	25.00%	4
electronically	0.00%	0
a mixture of the above	56.25%	9
Total		16

Q15 What is the general attitude of your management staff to training (both accredited and informal)?

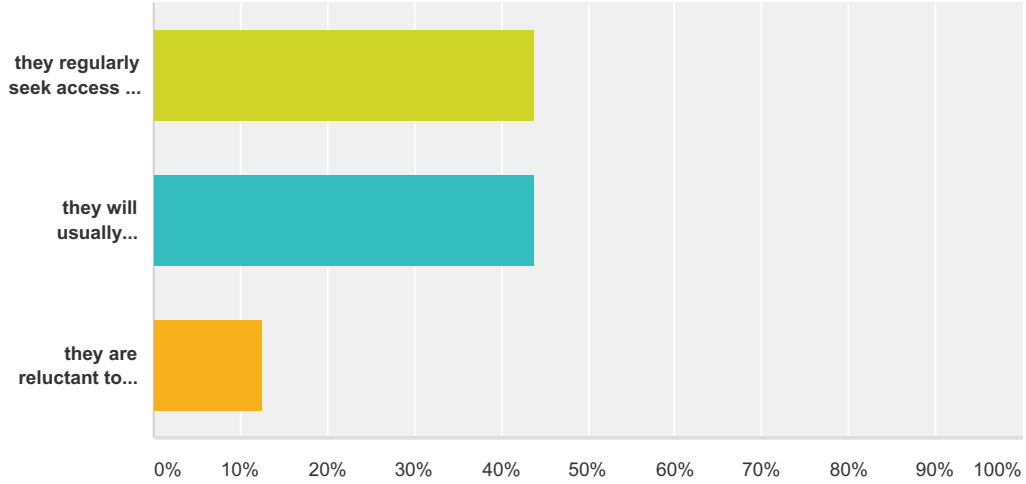
Answered: 16 Skipped: 0



Answer Choices	Responses
they regularly seek access to training	43.75% 7
they usually participate in training offered	43.75% 7
they are reluctant to access training	12.50% 2
Total	16

Q16 What is the general attitude of your non-management staff to training (both accredited and informal)?

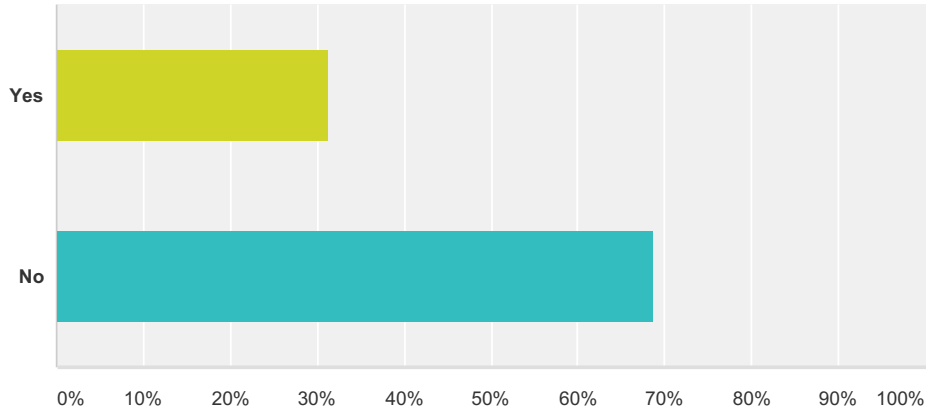
Answered: 16 Skipped: 0



Answer Choices	Responses
they regularly seek access to training	43.75% 7
they will usually participate in training offered	43.75% 7
they are reluctant to access training	12.50% 2
Total	16

Q17 Is availability of government funding a critical factor when deciding to offer training programs to staff?

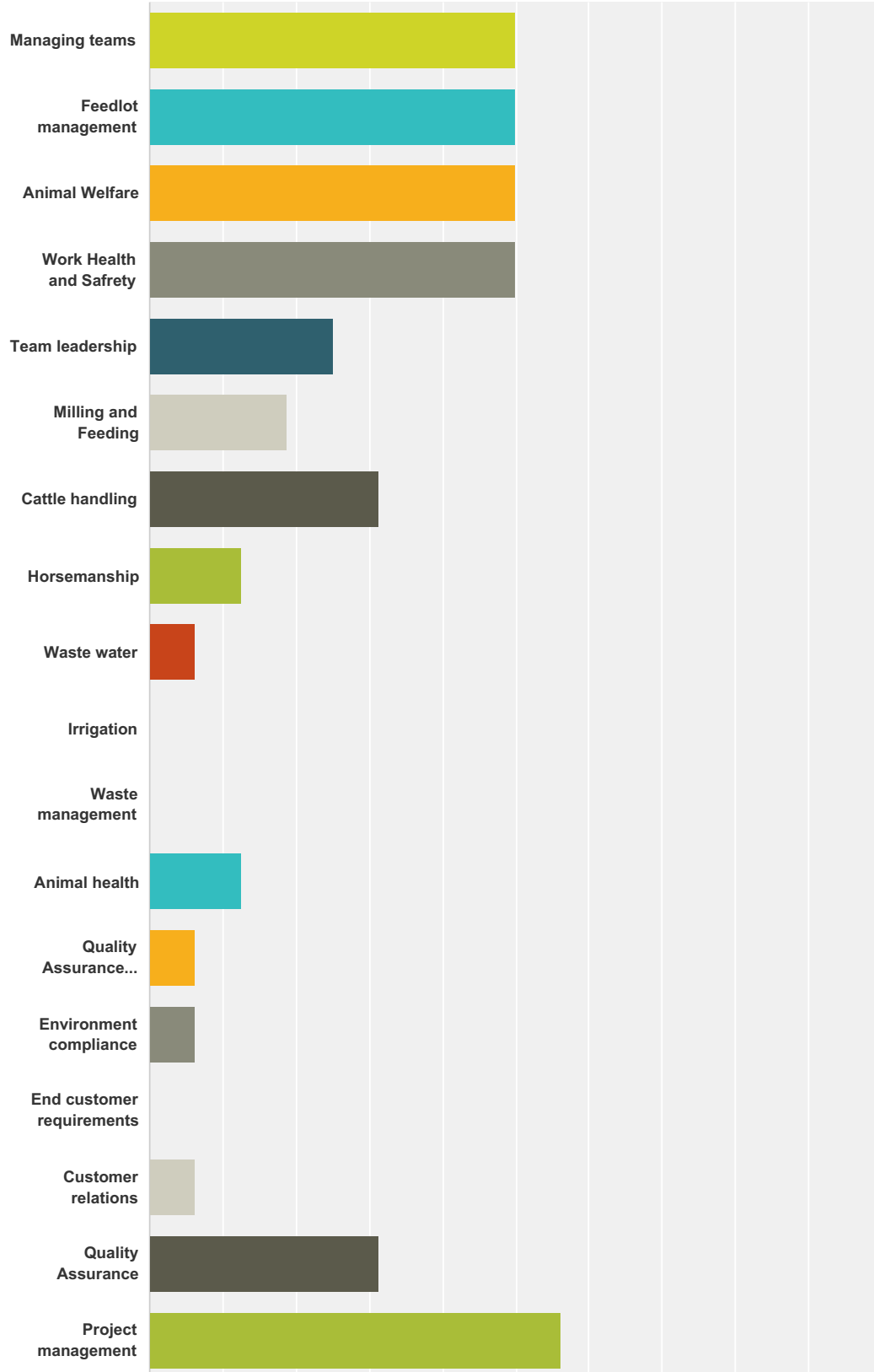
Answered: 16 Skipped: 0



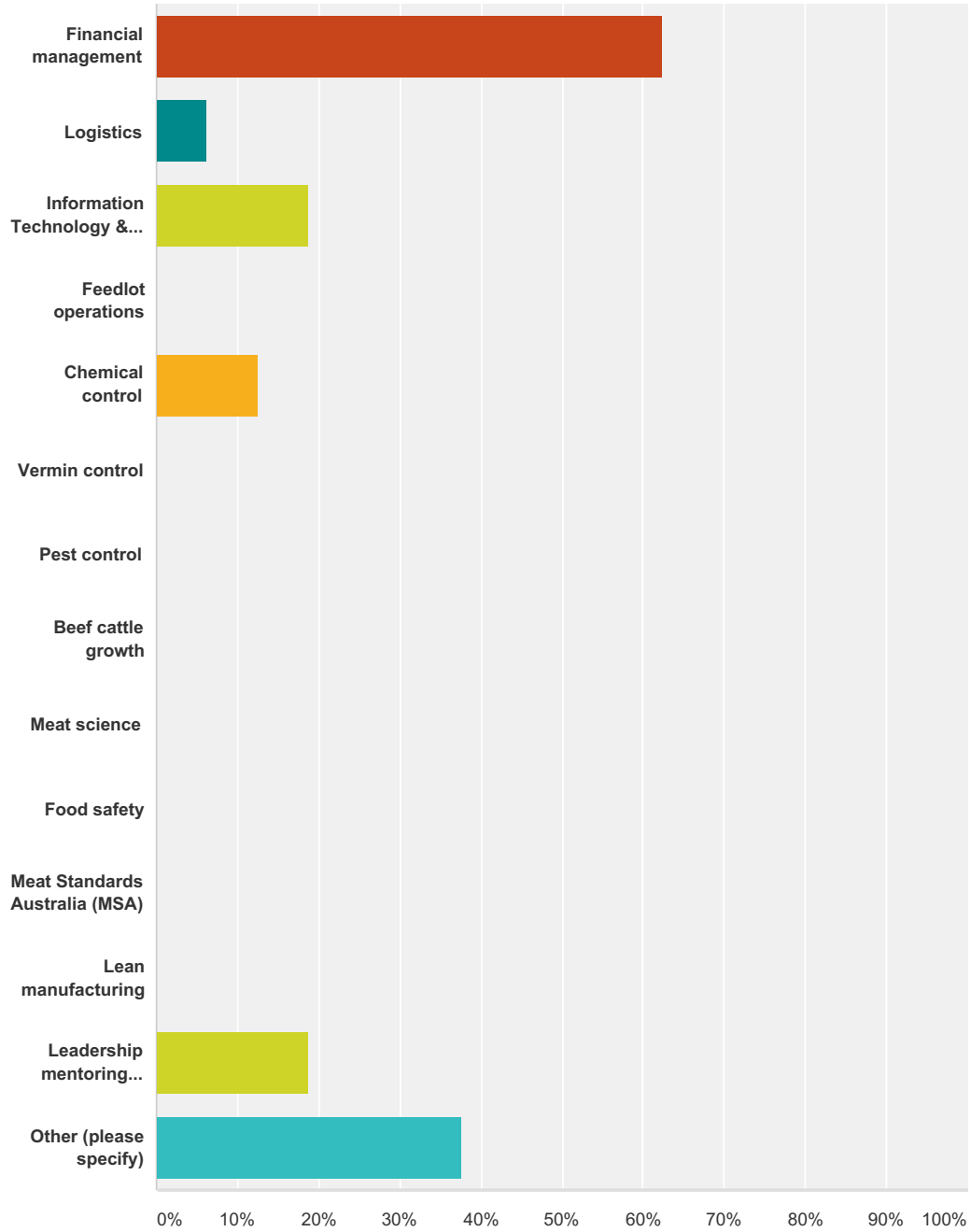
Answer Choices	Responses	
Yes	31.25%	5
No	68.75%	11
Total		16

Q18 What are the top five training needs of your management team. (Please tick 5 choices)

Answered: 16 Skipped: 0



Feedlot Benchmarking survey



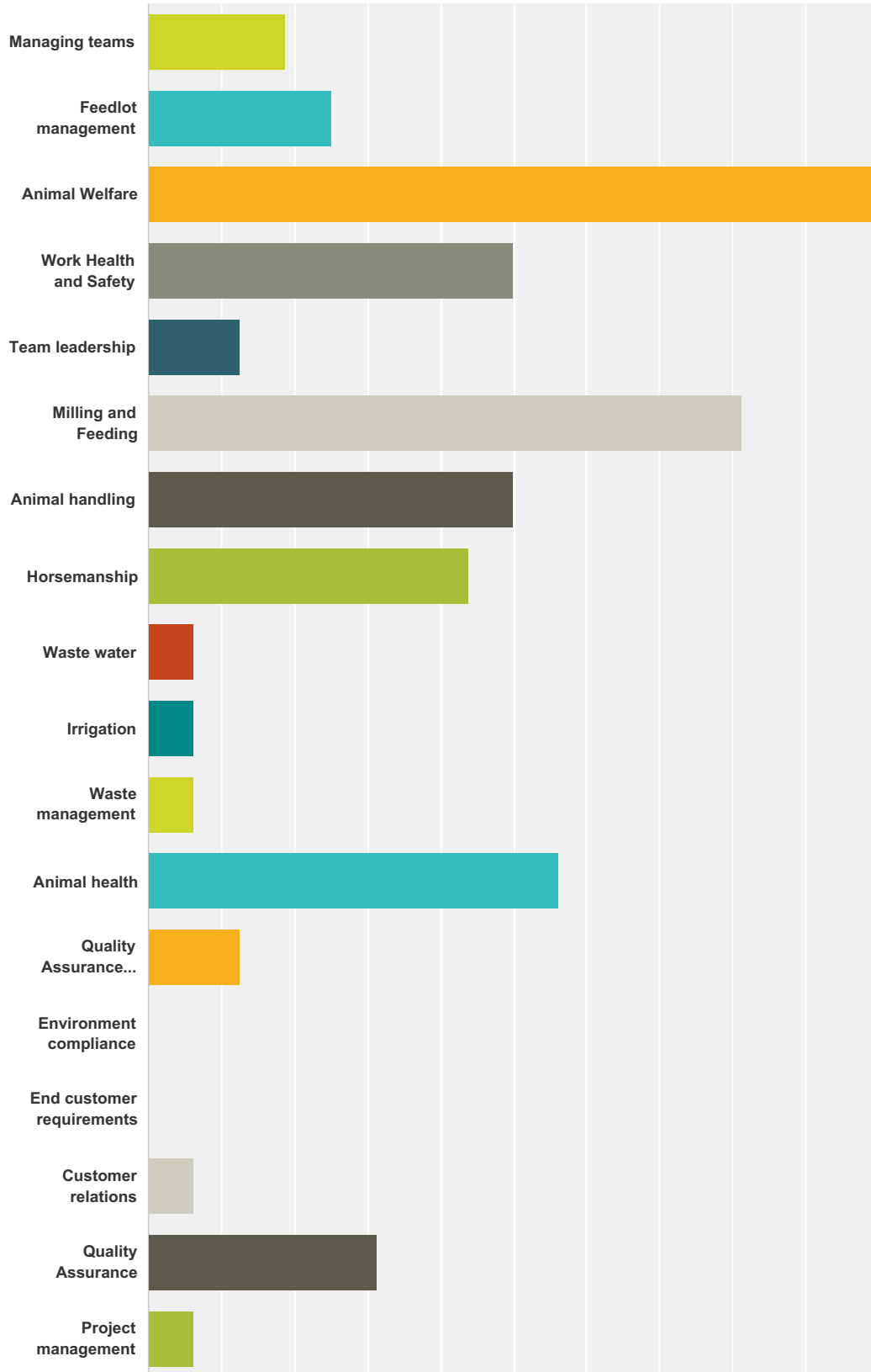
Answer Choices	Responses
Managing teams	50.00% 8
Feedlot management	50.00% 8
Animal Welfare	50.00% 8
Work Health and Safety	50.00% 8
Team leadership	25.00% 4
Milling and Feeding	18.75% 3
Cattle handling	31.25% 5

Feedlot Benchmarking survey

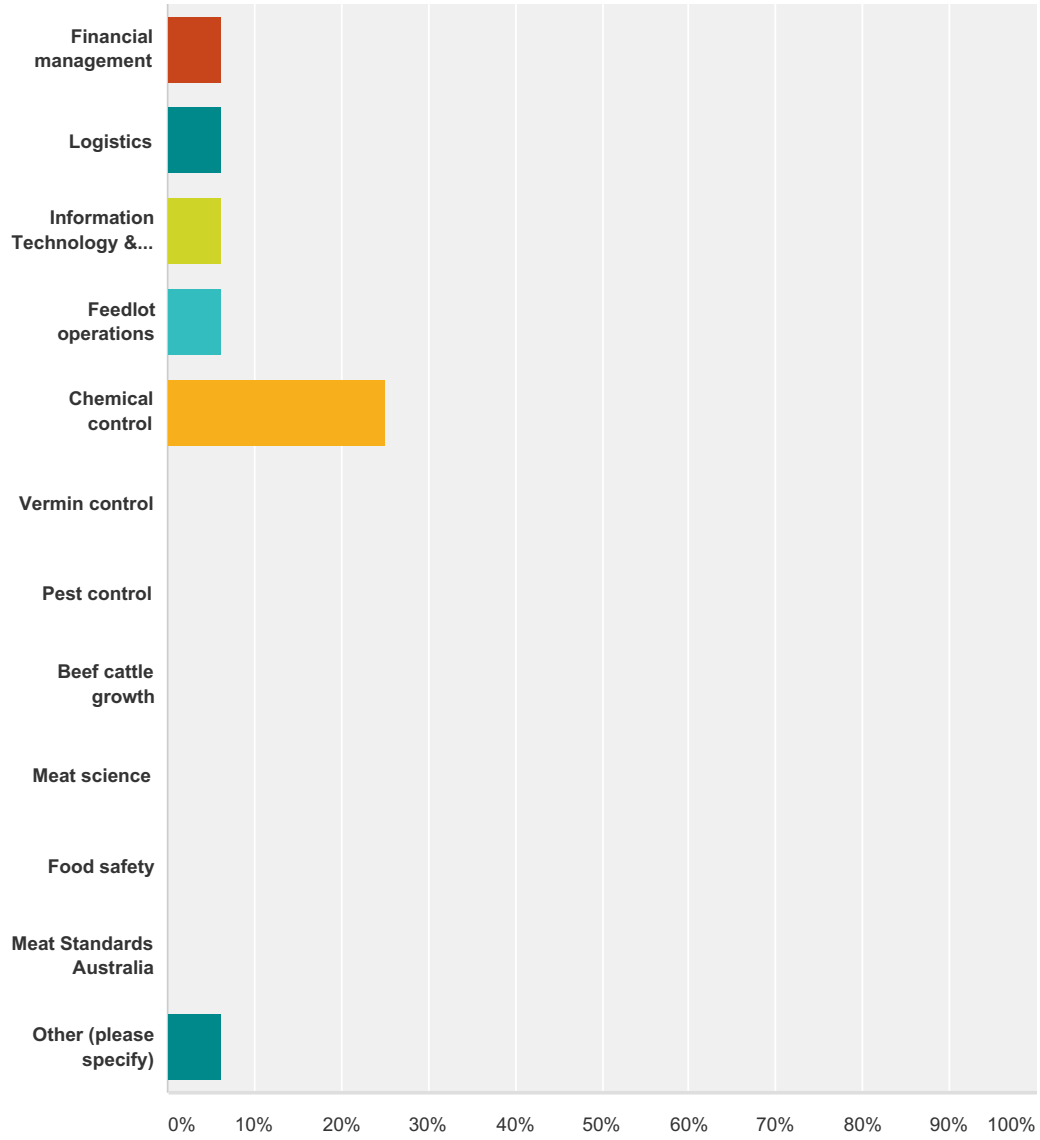
Horsemanship	12.50%	2
Waste water	6.25%	1
Irrigation	0.00%	0
Waste management	0.00%	0
Animal health	12.50%	2
Quality Assurance auditing	6.25%	1
Environment compliance	6.25%	1
End customer requirements	0.00%	0
Customer relations	6.25%	1
Quality Assurance	31.25%	5
Project management	56.25%	9
Financial management	62.50%	10
Logistics	6.25%	1
Information Technology & software management	18.75%	3
Feedlot operations	0.00%	0
Chemical control	12.50%	2
Vermin control	0.00%	0
Pest control	0.00%	0
Beef cattle growth	0.00%	0
Meat science	0.00%	0
Food safety	0.00%	0
Meat Standards Australia (MSA)	0.00%	0
Lean manufacturing	0.00%	0
Leadership mentoring program	18.75%	3
Other (please specify)	37.50%	6
Total Respondents: 16		

Q19 What are the top five training needs of your non-management staff? (Please tick 5 choices)

Answered: 16 Skipped: 0



Feedlot Benchmarking survey



Answer Choices	Responses	
Managing teams	18.75%	3
Feedlot management	25.00%	4
Animal Welfare	100.00%	16
Work Health and Safety	50.00%	8
Team leadership	12.50%	2
Milling and Feeding	81.25%	13
Animal handling	50.00%	8
Horsemanship	43.75%	7
Waste water	6.25%	1
Irrigation	6.25%	1
Waste management	6.25%	1

Feedlot Benchmarking survey

Animal health	56.25%	9
Quality Assurance auditing	12.50%	2
Environment compliance	0.00%	0
End customer requirements	0.00%	0
Customer relations	6.25%	1
Quality Assurance	31.25%	5
Project management	6.25%	1
Financial management	6.25%	1
Logistics	6.25%	1
Information Technology & software management	6.25%	1
Feedlot operations	6.25%	1
Chemical control	25.00%	4
Vermin control	0.00%	0
Pest control	0.00%	0
Beef cattle growth	0.00%	0
Meat science	0.00%	0
Food safety	0.00%	0
Meat Standards Australia	0.00%	0
Other (please specify)	6.25%	1
Total Respondents: 16		