

# TRAINING PROGRAMS IN SPANISH

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FEEDING AND BUNK MANAGEMENT TRAINING MODULES

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## **FEEDING AND BUNK MANAGEMENT TRAINING MODULE**

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The Feeder or Feed Manager is responsible for over 50% of the variable costs of any dairy operation. This is why the employee responsible for this job plays a key role in the overall profitability of the dairy farm. There are tremendous opportunities for Hispanic employees to take this role within a dairy farm. However, due to language barriers and lack of training, managers are usually reluctant to give feeding responsibilities to Hispanic employees.

This is why **APN CONSULTING, LLC** has developed a training program for Hispanic Feeders in Spanish with the objective of teaching all the essential tasks and skills necessary to successfully perform the Feeders job. By the end of the program, the employee will have gained proficiency in the following areas:

- 1-Management of feed and forage inventory
- 2-Feed mixing and delivery
- 3-Forage quality evaluation and moisture testing technique
- 4-Feed bunk management
- 5-TMR quality assessment
- 6-TMR and forage sampling technique

7-Monitoring and control of processes crucial for good bunk management, feed efficiency, and bottom line profitability.

Each of the modules can be customized to the type of protocol, equipment, and facilities of the farm. Also, before doing the training, an assessment of all the feeding and bunk management processes is offered to those interested.

Executing a good follow-up plan after the training has taken place is very important in order to ensure that the employee is applying the information learned during the training and he or she follows the procedures accordingly. At **APN CONSULTING**, we can help you with the follow-up plan as well. Remember that the training, development, and evaluation of this employee should be an ongoing task. This will also help to maintain employee motivation and provide a feedback channel for the employer. Furthermore, this will free-up management and will improve labor efficiency.

Attached is the Feeder Training Outline for your review:

## MODULE 1 – Basic Nutrition and Forage Quality Evaluation

**Objective:** To understand basic concepts of nutrition and forage quality and their implications in cow performance and dairy profitability.

### *A-Part One* – Introduction

1-Role of the Feed Manager and it's importance to the bottom line performance and profitability of the dairy farm

### *B-Part Two* – Basic concepts about ruminant nutrition

- 1-What is the rumen?
- 2-Basic nutrition & feeding concepts

### *C-Part Three* – Goals & Basic forage information

- 1-Basic plant physiology & morphology
- 2-The ensiling process
- 3-Good & bad fermentation – How they affect silage quality
- 4-Silage feed-out management – The good, the bad, & the ugly

### *D-Part Four* – Visual appraisal, pH, and temperature

- 1-Visual grass & legume silage examination – What to look for
- 2-Visual corn silage examination – What to look for
- 3-Measuring silage pH – Importance & trouble shooting
- 4-Measuring silage temperature – Importance & trouble shooting
- 5-Trouble shooting common silage problems

### *E-Part Five* – Particle size evaluation

- 1-Importance of particle size evaluation
- 2-Evaluation – Using the Particle Separator
- 3-Hands on experience

### *F-Part Six* – Forage dry matter content calculation

- 1-Why is it important & how often should it be done
- 2-Explanation of different techniques – micro wave, Koster Tester, lab technique
- 3-Hands on experience and how to do the math

### *G-Part Seven* – Sampling forages

- 1-Importance and sampling technique
- 2-Summary

## MODULE 2 – The Mixer and Mixing Process

**Objective:** To learn or improve mixing practices (especially adequate mixing time and loading sequence of ingredients) and how to evaluate TMR uniformity and quality.

### *A-Part One* – TMR mixing strategies & measurements

- 1-Objectives & importance of this process
- 2-Consistency & frequency

### *B-Part Two* – The mixer & mixing process

- 1-Factors that can affect the mixing process
- 2-Ingredient characteristics that can affect mixing process
- 3-Type of mixers and their function
- 4-Loading sequence of ingredients
- 5-Mixing time – Compare different times & evaluate the TMR



- 6-Loading (weight) accuracy
- 7-Overloading and under-loading the mixer
- 8-Mixer maintenance – Checking scale accuracy
- 9-Summary

#### **observation**

**Objective:** For more advance feeders, in this module the worker will acquire additional skills that will further free-up the manager and will facilitate the nutritionist's work at the farm.

#### ***B-Part Three*** – TMR evaluation & testing

- 1-Introduction & objectives
- 2-Importance of this process and its consistency
- 3-TMR sampling technique
- 4-Monitoring uniformity of mixing and feeding – Looking at identifiable ingredients
- 5- Monitoring uniformity of mixing and feeding – Penn State Particle separator technique

- 1-Introduction & objectives
- 2-Bunk space and access time
- 3-Body condition scoring
- 4-Cow comfort & behavior
- 5-Manure scoring system
- 7-Troubleshooting different feed bunk scenarios
- 8-Summary

#### **MODULE 3 - Feeding & Bunk Management**

**Objective:** To learn how to calculate DMI and establish a systematic feed bunk evaluation.

- 1-Objectives and importance of this part
- 2-DMI – Basic concepts, factors that control DMI, calculating DMI, things to monitor & control
- 3-Feed refusals – Quantity & quality evaluations, sampling technique
- 4-DMI calculation – Comparison & evaluation based on stage of lactation and milk production
- 5-Bunk management – Scoring technique, score card reports
- 6-Bunk space and feeding behavior evaluation
- 7-Frequency & timing of feeding & push-ups
- 8-Water delivery - cleaning tanks, water quality
- 9-Troubleshooting – Assessing different scenarios

#### **MODULE 5 – Record keeping & data evaluation**

**Objective:** To improve or develop record keeping skills.

- 1-Introduction & objectives
- 2-Feed bunk score cards, DMI information, Milk production
- 3-Calculate feed efficiency
- 4-Impact of feed bunk management in total dairy performance & profitability
- 5-Understand and keep track of feed and forage shrink
- 6-Monitoring and managing feed and forage inventory

#### **MODULE 4 – Bunk management through cow**