



LAND BASED TRAINING
Education & Employment
Specialists

PORTFOLIO



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*NZQA is **Highly Confident** in the educational performance
of Land Based Training Limited*

*'Over the past three years, LBT has consistently exceeded Tertiary
Education Commission (TEC) contract performance targets. Over the
last four years, performance figures for the LBT Certificate in Agriculture
(Level 3 and 4) have been significantly above the national median
figures achieved by Private Training Establishments'.*

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Objective

- Our objectives as a Tertiary Education Organisation (TEO) is to offer our stakeholders the opportunity to have input into our courses to ensure their individual needs are being met and quality is being maintained

Goals

- To give our trainees the opportunity to experience an environment that is conducive to their individual learning styles
- To take the trainees through our courses to enable them to secure unit standards leading to recognised qualifications
- To develop leadership within students and also to assist them to develop skills for working as a team and as individuals
- To structure our organisation allowing us to help students identify their needs and assist them in their career goals
- To give our students skills that will enhance employment opportunities
- To grow our international portfolio through innovation and success

WHO ARE LAND BASED TRAINING?

Land Based Training Limited (LBT) was incorporated on the 9th day of December 1996 and is registered as a Private Training Establishment by the New Zealand Qualifications Authority (NZQA) under the provisions of the Education Act 1989 and its subsequent amendments.

Land Based Training Limited is an innovative Tertiary Education Provider with its head office based in Wanganui and branching out with courses and facilities throughout the North Island of New Zealand.

LBT is classed as a Category One Provider through NZQA's External Evaluation and Review (EER) process.

Mission Statement

To provide a pathway to knowledge and self awareness that will lead to better employment opportunities through work based training

The mission statement is as relevant today as it was when we first started in 1996. We are aiming to inspire our clients with skills and knowledge through vocational education and training.

Our objectives as a Tertiary Education Organisation (TEO) is to offer our stakeholders the opportunity to have input into our courses ensuring their individual needs are being met and quality training with real outcomes is being maintained.

Land Based Training Limited is nationally accredited to teach New Zealand Qualifications Authority unit standards of learning in agriculture up to and including Level 5, a range of horticultural units and also sub-fields in Civil Plant Operation and Management, Civil Works and Services, Highway Construction and Maintenance and Occupational Health and Safety, Road Transport, & Forestry.

Land Based Training is a multi funded provider through the Tertiary Education Commission (TEC), Ministry of Social Development (MSD), Ministry of Foreign Affairs and Trade (MFAT), Secondary Schools and private businesses. We currently have over 700 equivalent full time students enrolled at Land Based Training.

Current Programmes Offered:

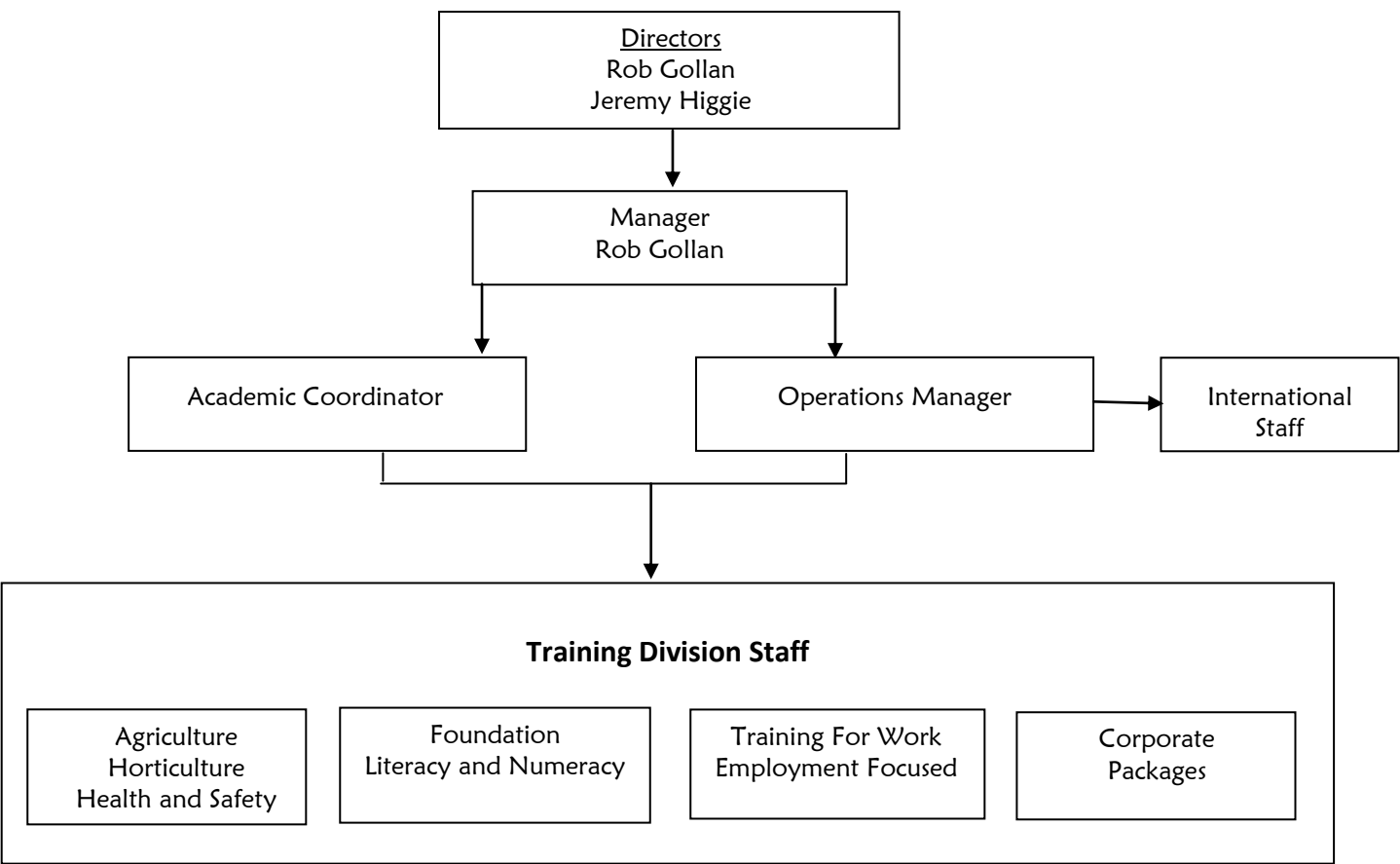
- Agriculture Level 2, Level 3 and Level 4
- Literacy and Numeracy
- Workplace Literacy and Numeracy
- Horticulture and Forestry
- Residential Property Maintenance with BCATS

Land Based Training is a Signatory to the Code of Practice for International Students.

Land Based Training is currently contracted to the Ministry Foreign Affairs and Trade (MFAT) to establish a Beef Training in Botswana (Africa) over a three year period.

ORGANISATION STRUCTURE

LBT Management is structured to ensure that the best interests of the organisation and its students are foremost in decision-making. An organisation structure showing lines of authority and communication is shown below:



STAFF EXPERTISE

Land Based Training staff include Farm Consultants, practical farmers and full time tutors.

All staff have proven practical backgrounds in project management and business at a number of different levels in both the dairy, sheep / beef and agri-business industries. All of our trainees have an equal opportunity to succeed.

The wider coverage enables Land Based Training Limited to select the right person for the task, land use analysis, Farm Consultancy, farm set up and project development, stock management and breeding, teaching or tutoring.

Land Based Training Limited is able to meet the aims and objectives of clients by selectively utilising the knowledge it has available for best results.

THE FIELD OFFICERS ROLE:

To oversee the training and education of students who are on the Land Based Training courses, with a positive committed attitude. To seek the best possible outcome for the students.

'The tutors employed by LBT are highly effective. They include industry specialists and staff with long-term and well-established relationships and connections with their area and local people, with the ability to relate well to trainees and to understand and care for them. The effectiveness of the tutors was clearly evident in the educational outcomes and the labour market outcomes being achieved over time, as well as in the evaluators' observations of the high level of rapport and respect shown between staff and trainees'. EER Report

MANAGEMENT

Rob Gollan

Land Based Training Limited has been managed by Rob Gollan since it was formed in 1996.

Rob has an enormous history in agricultural starting out at Lincoln University and receiving a Bachelor of Agricultural Science.

Since then Rob has worked for MAF and then in 1987 formed his own Farm Consultancy Company in Wanganui.

Rob Gollan Farm Consultancy employs five staff, three of which are involved with the administration for Land Based Training Ltd.

Rob contributes his time and experience in farming to the trainees with classroom and on farm visits. Rob's Management / Director skills are of the highest level as he continues to move Land Based Training forward and achieves a high level of commitment and respect from his staff.

Jeremy Higgle

A former Field Officer, Jeremy Higgle is also the Director of the company.

Jeremy purchased his family sheep / beef farm of 1250 acres in 1987. Since then he has been in the agricultural training industry with courses such as R.E.A.P in conjunction with his own farm.

Jeremy also founded and become Director of Ag Challenge, which is another Agricultural Training Institute here in Wanganui.

James Towers

James joined LBT in 2011 as Operations Manager. James comes from an agricultural background having managed a number of large farming entities such as Erewhon Station, Atihau-Whanganui Incorporation, and Greenfield Agribusiness.

James has completed business and strategic management papers through Waikato University and in 2008 completed the Kellogg Rural Leadership program at Lincoln University.

The organisation has demonstrated it has an excellent understanding of the needs of the communities within which it is offering training. This has in part been the result of LBT's close association with a farm advisory company owned by LBT's managing director, as well as through hiring staff who have extensive networks within the agriculture sector and within the local iwi and runanga'. EER Report

PROGRAMMES / QUALIFICATIONS AVAILABLE

VOCATIONAL PATHWAYS – PRIMARY INDUSTRY (LEVEL 2) (AGRICULTURE):

An introduction to farm skills, options include sheep / cattle and dairy. This 25-week course operating from Manawatu and Waikato is for Youth students aged 15 to 19 years of age. Trainees spend four days per week on farm and one day per week in class learning theory units. This programme also enables Trainees to complete their NCEA Level 2.

NEW ZEALAND CERTIFICATE IN PRIMARY INDUSTRY SKILLS LEVEL 2

This is an introductory programme for people wanting a career and employment in agriculture. The aim of the programme is to provide a sound basis of education and training to assist learner's to progress to higher level education.

People who have completed the New Zealand Certificate in Primary Industry Skills (Level 2) will be able to demonstrate fundamental knowledge and/or elementary skills relevant to various sectors of the agriculture industry, particularly livestock-beef, dairy or sheep

LBT CERTIFICATE IN AGRICULTURE LEVEL THREE:

This qualification is for people with some experience in the cattle, dairy, deer or sheep farming sectors of the agriculture industry. On completion of this qualification people will be able to work under little or no supervision.

This qualification recognises the specialised and seasonal nature of modern dairy, cattle, deer and sheep farming. People will be able to gain the skills and knowledge to specialise in animal feeding and pastures.

NEW ZEALAND CERTIFICATE IN AGRICULTURE (FARMING SYSTEMS) LEVEL 3

NEW ZEALAND CERTIFICATE IN AGRICULTURE (VEHICLES, MACHINERY AND INFRASTRUCTURE) LEVEL 3

Both of these qualifications are offered as part of our Livestock Farming and Farm Resource Maintenance, Level 3 programme

This programme is designed to develop people to the level where they have the knowledge and skills to assist, under limited supervision, with the management of all aspects of livestock production and farming within a pastoral context. This programme consists of three options – dairy, sheep and beef.

NEW ZEALAND CERTIFICATE IN AGRICULTURE LEVEL FOUR:

This course is designed for employed agricultural workers who would like to up-skill themselves and gain a recognised National Certificate. Course content includes: Pasture Management, Soils and Fertilisers, Farm Vehicles, Animal Breeding and Feeding, Animal Health

NATIONAL CERTIFICATE IN HORTICULTURE LEVEL 2

This is an introductory programme for people wanting a career and employment in horticulture

People who have completed the National Certificate in Horticulture (Introductory) (Level 2) will be able to demonstrate fundamental knowledge and/or elementary skills relevant to various sectors of the horticulture industry.

NATIONAL CERTIFICATE IN BASIC RESIDENTIAL PROPERTY MAINTENANCE LEVEL 2

This programme is designed to recognise knowledge and skills in basic residential property maintenance which will be taught and assessed in a Marae based setting. The programme is aimed primarily at people interested in entering the property maintenance industry. It will also be useful for people wishing to gain introductory skills towards a career in carpentry, cleaning, electrical work, flooring, glazing, grounds maintenance, painting, joinery, plumbing or roofing.

FARM TRAINING SCHOOLS:

To date LBT have set up three very successful farm schools to cater for people who are interested in a career in agriculture. Pathways exist from Level 3 through to Level 4 and onto employment and / or higher education at Universities.

Our Botswana Training Initiative is also modelled on this concept.

SHORT COURSES:

A portfolio of short courses has been developed for Business and Industry providing training in compliance and safety based on achievement of Unit Standards. The courses are very practical, and industry based.

Land Based Training pride themselves on their ability to provide courses relevant to the needs of the company. Land Based Training have employed specific experienced trainers for these short courses some of the courses we provide include:

- Health and Safety
- Tractor Safety
- Four Wheel Drive Vehicles
- Traffic Control – Level L1 & L2
- Quad Safety
- Chainsaw Safety
- Safe Driving Techniques
- Site Traffic Management Safety
- Confined Space Safety
- Growsafe/Approved Agri-Chemicals Handlers Certificate

Short courses focusing on one topic, courses can include: Chainsaws, Quads, Tractors, Stock Handling, Motorbikes, Fencing, Motivational and Job Search Skills. These courses are designed for farms, business groups or individuals who would like to increase their skills and knowledge.

LAND BASED TRANSPORT TRAINING SERVICES (LBTTs):

Driver Training and Licensing:

In 2006 the opportunity arose, and was taken, to purchase Transport Training Services Ltd. As a result of this, driver licensing and endorsements, assessments, National Certificates in road transport and limited credit programmes are now available under the Land Based Training umbrella. Public courses are available in either Palmerston North or Wanganui on a regular basis or by negotiation in your region/venue.

The demand for licensing courses for farming, civil construction and industry has led Land Based Training to offer the following courses:

- Dangerous Goods Endorsement
- Licensing Class 2 – Class 5
- Passenger Service Endorsement
- Forklift Endorsement
- Wheels Tracks and Rollers

INTERNATIONAL LINKAGES

Land Based Training is a signatory to the Code of Practice for International Students. We continue to work with Education New Zealand in developing our International portfolio targeting linkages with countries such as China, Uruguay, Botswana and Europe.

Botswana – Beef Training Initiative

In early 2014 Land Based Training was awarded, through a tender process, a contract with the Ministry Foreign Affairs and Trade (MFAT) to establish a Beef Training Initiative in Botswana over a three year period. The main aim of this contract is to increase productivity and profitability to the Botswana Beef Industry. In February 2014, our Operations Manager and Head Agriculture Tutor flew to Botswana to complete the scoping mission. The follow up Activity Design and Delivery report (ADD) has now been approved by MFAT.



The specific problem to be addressed is the low and declining industry. This is contributed to by poor traditional management practices which are more prevalent in the communal sector which typically farms on un-fenced rangeland with limited water sources for stock.

*Final delegation meeting – Botswana
James Towers, LBT Operations Manager, Thandiwe Moyana-Munzara, NZ High Commission-- Pretoria, Derek Priest, LBT Head Ag Tutor and Hamish Bowie, Consultant*

Low productivity rates contribute to rural poverty and deter young people from investing in the beef industry, contributing to the increase in urban migration. Low productivity also leads to over-stocking which in turn contributes to environmental resource degradation.

The proposed Beef Productivity Training and Extension Support project aims to lift the productivity of the communal sub-sector through technical assistance by way of a modular training program. The project design was developed with the active engagement and involvement of many people in the Ministry of Agriculture (MoA), as well as others in both the private and public sectors, to address a relatively weak link in the current beef industry supply chain, and to target improvement of beef industry performance and farmer returns from cattle production at the initial step in the beef value chain

Training will start in January 2015 and will run through until June 2017. Over the timeframe of this mission it is envisioned that up to 300 people will be trained; as the New Zealand mission team winds down its involvement to July 2017 the Botswana MoA will take ownership and whilst continuing to champion the Southern District program, begin on a journey to scale up and replicate this Training Program to the other nine Districts in Botswana.



Derek Priest - LBT Head Ag tutor giving a presentation to Botswana Ministry of Ag Extension staff at the Botswana College of Agriculture (BCA) - Feb 2014



Hamish Bowie, Dr Phillemon-Motsu – Director Department of Animal Production, Farm Manager and Derek Priest – check out a LubLub crop in Ramatlabama

SCHOOL PROGRAMMES

Land Based Training has a number of school programmes on offer.

SHORT COURSES:

Short courses are to teach the students introductory skills on farm, to unit standard level.

Previous popular courses that other High Schools have had delivered:

- Fencing
- Hand piece skills
- Motorcycles
- Quad Bike Safety
- Farm Health and Safety
- Stock handling Tractors
- Agrichemicals

STAR PROGRAMMES:

A popular choice with schools where a group of students are taken out of the school each week for either a half or full day. This is an external programme where 100% of the course content is out of the school's grounds. There are some schools that have opted to have a classroom available and also allows some of the practical courses on the school grounds eg motorbikes. This creates a lot of interest right through the school.

Land Based Training require a minimum number of students per course of 10. This is to cover the minimum costs associated with successfully operating any of the courses that require a specialist Tutor as well as Administration that includes course preparation, site and location as well as the Unit Standard technicalities.

GATEWAY:

Gateway has been designed to help schools meet the learning needs of all their students. It assists schools to make learning relevant and to broaden students' options by offering them both traditional and workplace learning.

It also enables schools to help their students by strengthening the range of career pathways into adult life and independence.

Students pursue individual learning programmes which allow them to gain new skills and knowledge in a workplace in their local community. The learning is hands-on and practical.

Schools can use a broker, such as an Industry Training Organisation, a community organisation or a polytechnic, to help them arrange the delivery of workplace training opportunities.

All Gateway modules are now offered on-line through Land Based Training's website.

Please refer to our Schools Booklet for further details.

FARM TRAINING SCHOOLS

OTIWHITI STATION LAND BASED TRAINING AGRICULTURAL SCHOOL:



Otiwhiti Station Land Based Training Agricultural School is a historic and iconic large scale sheep and cattle breeding property located in Hunterville district, Rangitikei.

The Agricultural School is in its eighth year and has gained a reputation for educating and training students both in theory and practical. Trainees have proven to be well skilled employable and valuable shepherds in the Hunterville region and surrounding hill country. Testimony to their value is the willingness of the farming community to compete for employment of these students.

The total area of Otiwhiti Station is 3350 hectares, the station buildings include the homestead, manager's residence, shepherds residence, cookhouse and single shepherds' quarters.

'Farm trainees at Otiwhiti Station live on site. Otiwhiti is considered by LBT and its stakeholders as an exemplary training site, here trainees are fed, accommodated, taught and employed on site. The training provided on the station far exceeds the minimum requirements for the Certificate in Agriculture.'

AWHI LAND BASED TRAINING FARM SCHOOL:

The second largest private farming organisation in New Zealand is Atihau-Whanganui Incorporation, it farms 100,000 acres from Ohakune to the Whanganui River. The majority of shareholders of Atihau have tribal affiliations to Ngati Rangi. The Iwi and the Incorporation supported the development of training for young Maori in the region and offered their full support in our 2011 funding application.

Our Awhiwhenua Farm School is based at the Nga Mokai Marae, south of Ohakune with the Te Ati Hau Trust in conjunction with Atihau-Whanganui Incorporation (AWHI).

Eight trainees were selected for the first year and were offered scholarships through AWHI in year one, and the Te Ati Hau Trust supported by the Atihau-Whanganui Farming Incorporation in year two.

Chair of Atihau-Whanganui Incorporation, Mavis Mullins, said "One of the aspirations our ancestors passed on to us was to create training and employment opportunities" and goes on to say "AWHI is proud and happy with the growth and development of the partnership".

TE RUA O TE MOKO FARM SCHOOL:

A joint venture farming entity, Te Rua O Te Moko supported our 2011 funding application with the desire to train descendants of the shareholders (Nga Ruanui and Nga Hine) in farming so they can work on and develop their own land to become a highly performing sustainable farming entity. The training is also supported by PKW Incorporation, the largest Maori dairy farming entity in Taranaki.



2013 Te Ati Hau Cadets (Jackson and Christian) on the front cover and featured article – Young Country



Dion Maaka holds the 2014 Ahuwhenua Trophy

In June 2014 Te Rua o Te Moko Ltd won the prestigious New Zealand wide Ahuwhenua Trophy BNZ Māori Excellence in Farming Award for Dairy

Te Rua O Te Moko, near Normanby runs 500 cows on 170ha. It is the result of four separate Maori trusts coming together to generate economic scale.

Both Te Rua O Te Moko and Land Based Training knew it would be a perfect setup to develop a farm training school as the dairy industry was desperately short of good employees and this course gives students the opportunity to succeed.

Te Rua O Te Moko Chairman, Dion Maaka, said one of their strategic objectives is to encourage Maori into the agriculture industry, to enable their vision of one of their own running the dairy farm into the future. Dion said *“This strategic objective was achieved when Land Based Training partnered with our organisation to run a cadetship for 8 individuals annually.”* Dion said he is delighted with the results achieved to date.

The course success continues with LBT allocating additional higher level 3 places in 2015. This will ensure students can pathway within Land Based Training and are supported by Te Rua O Te Moko.

All students are encouraged to undertake further study and / or complete diplomas at University.

Ahuwhenua Award

The Ahuwhenua Trophy – BNZ Māori Excellence in Farming Award acknowledges and celebrates Maori agribusiness excellence in New Zealand's important pastoral sector. This competition is held annually, alternating each year between dairy and sheep & beef. This year the competition is for Māori dairy farmers.

In 2015, 100% qualification and course completion was achieved at all three Farm Training Schools

90% of our graduates are employed in the primary industry

NZQA is *Highly Confident* in the educational performance of Land Based Training Limited

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EER Report

- Over the past three years, LBT has consistently exceeded Tertiary Education Commission contract performance targets
- Since 2008, LBT has been progressively implementing well-structured and planned systematic self-assessment and organisational review process. Staff at all levels are actively involved and provide input to reviews. LBT's self-assessment system is well integrated into the organisation's periodic staff and management meetings, as well as into programme and organisational review processes.
- The organisation has demonstrated it has an excellent understanding of the needs of the communities within which it is offering training
- The organisations self-assessment processes identify that trainees are gaining significant growth in essential job-seeking skill areas such as timekeeping, problem-solving, interpersonal skills, conflict resolution, literacy and numeracy, as well as significant personal growth such as with confidence and self-esteem
- The tutors employed at LBT are highly effective
- Teaching practice reflects a "mastery of learning" approach
- The two directors of LBT have a very clear focus on educational achievement
- LBT provides excellent physical and learning resources
- LBT programmes are based on a strengths-based approach, and trainees and staff discussed the help and support provided and sense of community and belonging at LBT

LITERACY AND NUMERACY

Land Based Training has a long history in the development of successful training courses with past and present stakeholders in both the private and public sector.

We identified the specific needs in various stakeholders and communities and have delivered relevant and constructive training to overcome the issues using accurate assessments and delivery of relevant constructive programmes that meet those needs.

Land Based Training has supported students who are unable to move forward due to their low level of literacy and numeracy, up-skilling them to learn and utilise new technologies, understand and implement industry requirements, understand and / or communicate through language barriers.

INTENSIVE LITERACY & NUMERACY:

Land Based Training is currently contracted by the Tertiary Education Commission (TEC) to manage Intensive Literacy and Numeracy programmes in lower socio-economic rural communities. We have named this contract the 'KEY' (Keep Educating Yourself) Course. We are currently delivering courses in Wanganui, Marton, Hawkes Bay, Masterton and Palmerston North.

The KEY course is learner driven and is delivered for up to five days per week with a skilled literacy/numeracy tutor managing each region. Additional tutor support is provided as necessary by skilled literacy/numeracy tutors from our Wanganui Head Office.

WORKPLACE LITERACY:

The purpose of Workplace Literacy is to increase the literacy, language and numeracy skills of employees linked to workplace requirements.

Land Based Training is currently subcontracted to a number of companies to teach their staff literacy and numeracy. These programmes are for a minimum of 20 employees delivering 40 hours per employee over a set period.

LBT believes that identifying and delivering targeted training to those with specific learning requirements is the key to overall success in further training and subsequent academic achievement.

We ensure any training programmes implemented have a sound foundational structure put in place prior to commencement.

Refer to our WPL Information Pack for further details.