

# Training Needs Analysis for the Smart Farming for Western Port Project



Report prepared by Lisa Wangman, Bass Coast Landcare Network, June 2019

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## SUMMARY

This Training Needs Analysis report summarises survey findings and gives recommendations for training related activity within the ‘Smart Farming for Western Port’ project’ region. This project works with landholders from multiple enterprise types throughout the Western Port catchment, aiming to promote sustainable farming and increase the understanding and uptake of innovative farming practices to improve farmer’s productivity and our natural resources.

As part of the project, Farmer discussion groups, field days, and smart farm innovation training will provide the agricultural community with skills to assist with on-farm practice change.

To inform the direction and content of field days and smart farm innovation training, this report was commissioned by the Smart Farming for Westernport Project Committee and compiled by Lisa Wangman, Training and Education Team Leader of the Bass Coast Landcare Network in June 2019.

The project involves many partners across a wide area with sub-regions including; Western Port Catchment Landcare Network, Bass Coast Landcare Network, Mornington Peninsula Shire Council and South Gippsland Landcare Network. The project is supported by Port Phillip & Westernport Catchment Management Authority through funding from the Australian Governments National Landcare Program (NLP2).

Landholders in each sub-region were consulted via an online survey to ascertain information on demographics, past training undertaken, how they source information, and their preferences for future training activity including; timing, topics of interest, delivery methods, presenters of interest and any other ideas.

Data collected from respondents via the survey and from project staff on previous training held, has been analysed and presented visually and statistically, with open ended question responses grouped thematically for each sub-region to show general trends.

Recommendations are given for each sub-region on topic preferences, delivery format, opportunities for collaboration, timing and speakers, with other valuable comments from survey respondents included.

Finally, useful findings from past projects and research in relation to training activity have been compiled to provide project staff with strategies and approaches to design and deliver training activity to ensure the best training outcomes are achieved with limited funds available.

This community consultation process will ensure that the delivery of training activity across each project sub-region is timely and relevant to a range of landholders and enterprises. It will also assist project staff to determine the most suitable methods to present information and host events that use available resources efficiently, while catering for landholders needs in each area.

# 1 INTRODUCTION

## 1.1 Project Background and rationale

The 'Smart Farming for Western Port' project aims to increase awareness and adoption of improved land management practices on farms in the catchment of Western Port. This large, five-year sustainable agriculture focused project started in October 2018 and will run until June 2023.

Working with landholders from multiple enterprise types throughout the Western Port catchment, this project aims to promote sustainable farming and increase the understanding and uptake of innovative farming practices to improve farmer's productivity and our natural resources. Seven innovative, on-farm demonstration sites will cover a range of enterprise types and trial innovative practices to be established and monitored with a specific focus on building soil carbon. These sites will provide farmers with actual scenarios they can use to relate to their own situation. While building soil carbon will be the focus, other sustainability indicators such as soil nutrient balance, productivity and resilience will also be monitored.

Farmer discussion groups, field days, and smart farm innovation training will engage with over 120 farmers managing 4,800 hectares, providing the agricultural community with skills to assist with on-farm practice change. Farmer discussion groups will also challenge and inspire. Project results will be communicated through open farms, discussion groups, case studies and field days.

The project involves many partners across a wide area including; Western Port Catchment Landcare Network, Bass Coast Landcare Network, Mornington Peninsula Shire Council, South Gippsland Landcare Network, AGVIC & Melbourne Water. The project is supported by Port Phillip & Westernport Catchment Management Authority through funding from the Australian Governments National Landcare Program (NLP2).

To inform the direction and content of field days and smart farm innovation training, this Training needs analysis was commissioned by the Smart Farming for Westernport Project Committee and compiled by Lisa Wangman, Training and Education Team Leader of the Bass Coast Landcare Network.

This analysis ascertains the types of training landholders have previously participated in, topics/themes and presenters they are interested in learning about in the future, and the types and timing of delivery that suits them. This community consultation process will ensure that the delivery of training activity across the project area is timely and relevant to a range of landholders and enterprises. It will also assist project staff to determine the most suitable methods to present information and host events that use available resources efficiently, while catering for landholders needs in each area.

There are other organisations including registered or private training providers, industry groups and different levels of government within the region who offer education and training on a wide range of topics of interest to rural landholders. These are outside the scope of this report and are different for each sub-region within the wider region. This will need to be taken into consideration when choosing topics to ensure they are not already well covered and supplied by other providers in each area. There may also be scope to collaborate with these providers into the future to offer and promote a wider range of training activity and resources throughout the region.

## 1.2 Objectives

The objectives of this Training needs analysis are to:

- Consult with landholders in each of the four networks in the project area to gather information on; demographics, past training undertaken, how they source information, and their preferences for future training activity including; timing, topics of interest, delivery methods, presenters of interest and any other ideas.
- Consider training undertaken over the past two years in each project sub-region to duplication or oversaturation of particular topics.
- Analyse data collected overall, and for each region, and present visual, statistical, and thematically organised information showing general trends.

- Make recommendations for future focus areas for training activity in each network area based on data collected. Provide general recommendations on training activity, efficiencies, opportunities and how the data collected may be used for different purposes.
- Collect useful findings from past projects and research on training activity to provide project staff with strategies and approaches to design and deliver their own training activity to ensure the best training outcomes are achieved with limited funds available.

Note: The scope of this project includes reviewing training activity for predominantly rural landholders. It doesn't include urban or school-based education programs.

## 2 METHOD

Project team members designed a survey of ten questions to capture training needs information from landholders across the region. This survey was then created using the online platform Survey monkey. Links to the electronic survey were sent out to farmers, Landcare members, farmer discussion group participants and other correspondence lists held within the four networks in the project area. The link was distributed by email, newsletters, Facebook and by personal communication via project staff in each sub-region over the survey opening period. A second round of communications including reminder emails and Facebook posts went out in mid-January 2019.

The survey was open from December 2018 until February 2019. It included an incentive which was designed to increase the number of respondents. The incentive was a voucher of \$200 to a farm supplies store of the respondent's choice if they included their email address as part of the survey. The survey was also designed to be filled out within 10 minutes to further increase the rate of participation of respondents. The full list of questions is included in Appendix I.

Information was collected by email from Landcare project staff regarding training activities they have run over the past two years in each of the network areas to help avoid duplication or oversaturation of particular topics.

Online survey data was downloaded from Survey Monkey, graphs and charts were generated to portray graphical and statistical information on closed end questions with open ended question data sorted into themes where possible to show general trends. Survey data was split into network areas for the results and recommendation sections of the report. Some overall combined data was also presented to provide a regional snapshot of information.

Recommendations have been made for each sub-region by examining the data and looking at cost effective, efficient or alternative ways to present information on topics noted as relevant by survey respondents. General recommendations applicable to all sub-regions have also been made to suggest alternate ways of using the data generated from the survey and to explore further efficiencies that could be made.

Best practice training information, research and approaches to designing training activity based on past experience from previous projects have been included as appendices to assist project staff to design quality relevant training programs into the future.

### Limitations of survey results

It is likely that survey responders are highly motivated with a stronger interest in training and mostly members of Landcare, Farm discussion group members who aren't Landcare members or others who saw the promotions. As such, the results may be different from those that would be received if it had been possible to take a random cross section of all landholders in the region.

### 3 RESULTS, DISCUSSION AND RECOMMENDATIONS - BY SUB-REGION

There were 259 responses to the survey in total with five skipping the first question on location and some selecting multiple areas. The following table gives the total respondents for each area in the region.

*Q1. In which area are you located?*

| Answer Choices                          | Responses |     |
|---|-----------|-----|
| Western Port Catchment Landcare Network | 30%       | 77  |
| Bass Coast Landcare Network             | 32%       | 82  |
| South Gippsland Landcare Network        | 32%       | 83  |
| Mornington Peninsula Shire Council      | 9%        | 24  |
|   | Answered  | 259 |
|   | Skipped   | 5   |

The following section of the report displays and discusses the survey data split into sub-regions, then makes recommendations based on the sub-regional data. In addition, overall recommendations for training relevant to all sub-regions are given in section four of this report.

*Note: All percentage figures in this report are rounded up or down to the closest whole number.*

#### 3A. Westernport Catchment Landcare Network (WPCLN)

The survey data in this section has been sorted based on the area of Western Port Catchment Landcare Network being selected in Q1. In which area are you located?

##### 3a.1 Demographics

###### Area

There were 77 responses from the WPCLN area. There are also respondents who selected additional areas, possibly indicating multiple properties or properties that cover network boundary areas.

*Q1. In which area are you located?*

| Answer Choices                          | Responses |    |
|---|-----------|----|
| Western Port Catchment Landcare Network | 100%      | 77 |
| Bass Coast Landcare Network             | 3%        | 2  |
| South Gippsland Landcare Network        | 1%        | 1  |
| Mornington Peninsula Shire Council      | 3%        | 2  |
|   | Answered  | 77 |
|   | Skipped   | 0  |

###### Property size

The most common property size was 40-100ha with 36% of respondents, followed by 2-20ha with 26% of respondents. Only 5% of respondents had properties of 100ha or above.

*Q2. What is the size of your property?*

| Answer Choices         | Responses |    |
|------------------------|-----------|----|
| 0-2 hectares           | 14%       | 11 |
| 2-20 hectares          | 26%       | 20 |
| 20-40 hectares         | 18%       | 14 |
| 40-100 hectares        | 36%       | 28 |
| 100 hectares and above | 5%        | 4  |
|                        | Answered  | 77 |
|                        | Skipped   | 0  |



### Enterprise

Beef was the most common enterprise chosen at 72%, followed by vegetables at 27%. In addition to those enterprises listed, 11 others were noted including, horses and horse agistment, alpacas, house block, lifestyle and revegetation, boer goats, training, agistment, dog training, truffles and biodiversity trading. The raw data shows that 35 respondents listed two or more enterprises managed on their property.

Q3 Which enterprise(s) do you manage on your property? (tick as many that apply to you)

| Answer Choices         | Responses |    |
|------------------------|-----------|----|
| Beef                   | 72%       | 53 |
| Vegetables             | 27%       | 20 |
| Fruit/Nuts             | 22%       | 16 |
| Lifestyle              | 22%       | 16 |
| Sheep                  | 16%       | 12 |
| Poultry                | 12%       | 9  |
| Other livestock        | 12%       | 9  |
| Agroforestry           | 5%        | 4  |
| Dairy                  | 4%        | 3  |
| Cropping               | 4%        | 3  |
| Honey                  | 4%        | 3  |
| Viticulture            | 1%        | 1  |
| Agritourism            | 0%        | 0  |
| Other (please specify) |           | 12 |
| Answered               |           | 74 |
| Skipped                |           | 3  |

### 3a.2 Past Landcare training delivered, attended and sources of information

#### Landcare training delivered 2017-2019

The below table of information on past training delivered in the WPCLN area has been supplied by project staff.

| Date   | Name                         | Presenters                         |
|--|------------------------------|------------------------------------|
| Summer 2017  | Soils                        | Chris Alenson                      |
| Autumn 2017  | Fert\$mart                   | John Gallienne & GippsDairy        |
| Autumn 2017  | GrazFert                     | Fiona Baker & John Bowman          |
| Autumn 2017  | iFarm                        | Nick Dudley                        |
| Winter 2017  | Hay/Silage                   | David Stewart                      |
| Summer 2018  | Grazfert                     | Fiona Baker & John Bowman          |
| Autumn 2018  | Fert\$mart                   | John Gallienne & GippsDairy        |
| Autumn 2018  | Biosecurity planning         | David Stewart                      |
| Autumn 2018  | Master Tree grower Program   | (with others) – several presenters |
| Winter 2018  | Regenerative farming         | Andre Leu                          |
| Summer 2018  | Regenerative farming         | Andre Leu                          |
| Summer 2018  | IPM management in vegetables | Angelica Cameron                   |
| Summer 2019  | Grazfert                     | Lindsay Hyde & Fiona Baker         |
| Autumn 2019  | Regenerative farming         | Charles Massy                      |
| Autumn 2019  | Master Tree grower Program   | (with others) – several presenters |
| Autumn 2019  | Social Media                 | Mac & Ernie                        |
| <i>*In addition, numerous field days were held throughout the network area</i> |                              |                                    |

In addition, the WPCLN currently facilitates or supports 3 Farm discussion groups;

- **The Sustainable Farming Discussion Group** runs monthly at a different farm each month. Each month a different topic is covered with topics decided by participants. These could include; managing wet soils, aeration, pasture id, pasture management, weed control etc. This group is targeted towards grazing farmers (primarily beef & sheep).



- **The Organic Vegie/Fruit Growers Discussion Group** meets bi-monthly on a different fruit or horticulture farm. The group is specifically geared to meet the needs and interests of farmers growing organic vegies/fruit. It is facilitated by Chris Alenson.
- **The Warragul BeefCheque Group** meets on a monthly basis at a different farm each month. Topics are planned at the beginning of each year and cover areas of interest from the members. This group has their own committee and governance.

### Training attended in past two years

Question four of the survey asked respondents about their participation in any training related activities including field days and workshops in the past two years. 68 respondents answered, nine skipped, of the 68, nine said no and three said yes with no details. The table below shows individual responses with details and indicates that over 60% have participated in more than one training activity over the past two years.

*Q4. Have you participated in any training related activities including field days and workshops in the past two years, if so, what were they?*

Andre R regenerative agriculture workshop - Labertouche, Sustainable farming workshops - Multi story farming, Water quality - eDNA testing of water in our dam

Chemical users, Soil health on farm field day

Drone workshop

Farm forestry day near Warragul

Field day at Rocky's property at Labertouche.

Field days with our local Landcare group (Mt Worth and District)

Grazfert program.

Grazfert, Master Tree Growers, Demonstration site program

Growing native foods

Have attended various organic farming discussion group field days over the last couple of years. Attended the iFarm training course at Neerim South about 2 years ago which is how we found out about this network.

I am a pasture contractor Using pasture aerators recommending seaweed fertilizer very helpful group

I have attended more the organic growers' groups held by WPCLN. And Master Tree growers workshop.

I have been to the organic farm walks.

I try to attend most of the field days organised in Westernport and Gippsland.

I've attended a field day about pasture and soils. Was a great day of learning

iFarm

iFarm

iFarm Mapping, Grazfert

iFarm training, Tree field day

Landcare forums

Master Tree growers, Multi storey farming field day

Most of the organic farming girls days and some sustainable farming field days

Multi-story farming in Buln Buln. Agroforestry field day in Strzelecki.

Niels Carbon Storage farming, Dung Beetle, Organic Farming Noojee.

NLIS accreditation. Various other.

No. I have just signed up for Grazfert though.

Not in the past two years but prior to. A soil field day. A dairy farm (automatic dairy) day.

Organic growers discussion group

Pasture management field days, Compost field days, Fertiliser field days

Pasture. Multi storey faming.

Peppermint Ridge, Indigenous bush tucker day at Jindivick

Pest and weed control, organic food production, soils management

Plant ID, Weed Control, Monitoring Techniques, Mapping, Grant Writing

Rabbit control, revegetation of native vegetation and weed control, grass identification (i.e. how to tell native grasses and weed grasses apart)

Rabbits

Several organic growers workshops, several Yarra Ranges council training sessions

Soil

Soil tests and soil requirements

Sustainable farming most workshops and the vegetable growers group.

The discussion groups Andre leu workshops

Tree planting

Various network events provided for the MP Small Farm Network

Vegetation and fire management (at Bass)

Visit to Mornington Peninsula

Warragul BeefCheque group activities, Neerim Landcare wetland day

Water/dam analysis, Planting, Weed control

Workshops run by Baw Baw Food Movement

WP Landcare Sustainable Agriculture Discussion Group Meetings, Grazfert Program

Yes Dung Beetle info and farm visits. Completed Ag Chem Course.

Yes ones associated with WPLCN, Beef Cheque & Better Beef

Yes, Management of creeks and waterways

Yes, field days and workshops organized by the WPLC GROUP

Yes, introduction to bee keeping, wicker bed making, vegetable growing, garden forest/orchard tour and weed identification (including medicinal properties). Conducted by Mt Worth Landcare Group.

Yes. Australian native food growing at Jindivick and Peppermint Ridge

Yes. I went to a Multi Storey Farming field day and am a member of the Warragul Beef Cheque Group

Yes. Interesting, fantastic 3days trip in the Otway's, Farm visit to organic blueberry at Moondarra, Farm visit to Koo Wee Rup organic veggies, Farm visit to kiwi fruit at Gembrook, Farm visit to Macclesfield composting, Farm visit to Nayook dung beetle, Informative pasture workshop at Drouin, Nilma North beef n hay quality workshop.

Sources of information or training in the past  
Question seven of the survey asked respondents where they have found information on training topics in the past. Four Survey responders skipped this question and 73 sourced information from a number of the options listed and others including; discussion group coordinated by Peter Ronalds, Sustainable farm management, Neighbors, Graeme Lorrimer and Environmental Farmers Network. Landcare was the top choice at 84%, not surprising considering it's a Landcare survey, followed by 59% on the internet, 51% expos and field days and 44% from other farmers. These results show that peer to peer learning is highly valued by respondents. All respondents listed multiple sources.

*Q7. Where have you sourced training or information on the above topics from in the past?*

| Answer Choices                         | Responses |    |
|--|-----------|----|
| Landcare                               | 84%       | 61 |
| Internet                               | 59%       | 43 |
| Expo's and Field days                  | 51%       | 37 |
| Other farmers                          | 44%       | 32 |
| Farmer Discussion groups               | 40%       | 29 |
| Newspapers and magazines               | 36%       | 26 |
| Meat and Livestock Australia (MLA)     | 34%       | 25 |
| Supplier or contractor                 | 33%       | 24 |
| Television programs Eg. Landline       | 33%       | 24 |
| Agriculture Victoria Services (AgVic)  | 32%       | 23 |
| Local Government                       | 29%       | 21 |
| Government Departments or Agencies     | 27%       | 20 |
| Consultant                             | 26%       | 19 |
| Registered training provider e.g. Tafe | 26%       | 19 |
| Industry bodies                        | 12%       | 9  |
| Victorian Farmers Federation (VFF)     | 1%        | 1  |
| Other (please specify)                 |           | 5  |
|  | Answered  | 73 |
|  | Skipped   | 4  |

### 3a.3 Future training Needs

#### Timing

All 77 WPCLN Survey respondents completed a response with their preference for timing of future training. It should be noted that there was an error with the survey options given, with Weekends full day listed twice and Weekdays full day omitted. The most popular option was Weekdays half day at 64%. Second most popular option was a half day on the weekend at 53%. Nearly all respondents chose multiple options.

*Q5. If you were to attend training days or workshop events in the future which would be your preference of timing or days? (tick as many as you like)*

| Answer Choices         | Responses |    |
|------------------------|-----------|----|
| Weekends - half day    | 53%       | 41 |
| Weekends - full day    | 26%       | 20 |
| Weekdays - half day    | 64%       | 49 |
| Weekends - full day    | 27%       | 21 |
| Evenings               | 25%       | 19 |
| Other (please specify) |           | 4  |
|                        | Answered  | 77 |
|                        | Skipped   | 0  |

#### Topics for future training

Survey respondents were provided a topic list, and asked to choose those they are interested in, and the ways they would like to learn about them. Methods include; handouts and digital information, field days, training or farm discussion groups. 73 responses were received, and four skipped. A total of 19 respondents chose other, those detailed responses are listed individually and grouped thematically below.

The most popular topics for WPCLN were weed control, followed closely by soil management, then pest animal control. In the following table topics have been sorted in order of interest by total respondents.

Q6. We'd like to know what topics you are interested in learning about. Please choose the topics you are interested in and the methods you would like to learn about them (choose as many as you like):

| Topic                                   | Total respondent numbers |    | Handouts and Digital info |    | Field day |    | Training course |    | Farmer discussion group |    |
|---|--------------------------|----|---------------------------|----|-----------|----|-----------------|----|-------------------------|----|
| Weed control                            | 81%                      | 59 | 63%                       | 37 | 63%       | 37 | 53%             | 31 | 49%                     | 29 |
| Soil management                         | 78%                      | 57 | 56%                       | 32 | 75%       | 43 | 68%             | 39 | 40%                     | 23 |
| Pest animal control                     | 70%                      | 51 | 57%                       | 29 | 61%       | 31 | 49%             | 25 | 41%                     | 21 |
| Farm planning                           | 68%                      | 50 | 56%                       | 28 | 60%       | 30 | 58%             | 29 | 38%                     | 19 |
| Pasture management                      | 68%                      | 50 | 52%                       | 26 | 78%       | 39 | 58%             | 29 | 58%                     | 29 |
| Revegetation and biodiversity           | 67%                      | 49 | 49%                       | 24 | 86%       | 42 | 55%             | 27 | 41%                     | 20 |
| Farm energy and renewables              | 51%                      | 37 | 57%                       | 21 | 73%       | 27 | 46%             | 17 | 41%                     | 15 |
| Farm Chemical users course              | 48%                      | 35 | 54%                       | 19 | 37%       | 13 | 74%             | 26 | 20%                     | 7  |
| Water planning and mgt                  | 48%                      | 35 | 54%                       | 19 | 69%       | 24 | 51%             | 18 | 34%                     | 12 |
| Beekeeping                              | 48%                      | 35 | 51%                       | 18 | 77%       | 27 | 66%             | 23 | 37%                     | 13 |
| Animal health & management              | 48%                      | 35 | 54%                       | 19 | 74%       | 26 | 60%             | 21 | 54%                     | 19 |
| Electronic farm mapping                 | 45%                      | 33 | 52%                       | 17 | 24%       | 8  | 73%             | 24 | 21%                     | 7  |
| Farm Biosecurity                        | 45%                      | 33 | 64%                       | 21 | 48%       | 16 | 48%             | 16 | 27%                     | 9  |
| Carbon farming                          | 44%                      | 32 | 56%                       | 18 | 59%       | 19 | 47%             | 15 | 50%                     | 16 |
| Climate resilience                      | 44%                      | 32 | 53%                       | 17 | 62%       | 20 | 66%             | 21 | 41%                     | 13 |
| Innovation & diversification            | 44%                      | 32 | 50%                       | 16 | 72%       | 23 | 59%             | 19 | 47%                     | 15 |
| Small farm mgt                          | 42%                      | 31 | 61%                       | 19 | 68%       | 21 | 58%             | 18 | 39%                     | 12 |
| Organic management and certification    | 41%                      | 30 | 63%                       | 19 | 67%       | 20 | 67%             | 20 | 60%                     | 18 |
| Marketing and value adding              | 41%                      | 30 | 57%                       | 17 | 57%       | 17 | 73%             | 22 | 57%                     | 17 |
| Fencing                                 | 41%                      | 30 | 60%                       | 18 | 67%       | 20 | 57%             | 17 | 37%                     | 11 |
| Grazfert nutrient management program    | 40%                      | 29 | 48%                       | 14 | 45%       | 13 | 59%             | 17 | 59%                     | 17 |
| Master Tree Grower Program              | 38%                      | 28 | 57%                       | 16 | 61%       | 17 | 68%             | 19 | 39%                     | 11 |
| Horticulture                            | 38%                      | 28 | 54%                       | 15 | 86%       | 24 | 68%             | 19 | 39%                     | 11 |
| Erosion management                      | 31%                      | 23 | 74%                       | 17 | 78%       | 18 | 48%             | 11 | 43%                     | 10 |
| Health and wellbeing                    | 31%                      | 23 | 43%                       | 10 | 65%       | 15 | 61%             | 14 | 39%                     | 9  |
| OHS, Risk Mgt & Farm safety             | 31%                      | 23 | 57%                       | 13 | 43%       | 10 | 35%             | 8  | 30%                     | 7  |
| Farm business mgt & Succession planning | 30%                      | 22 | 55%                       | 12 | 45%       | 10 | 77%             | 17 | 41%                     | 9  |
| Managing Salinity                       | 25%                      | 18 | 72%                       | 13 | 67%       | 12 | 50%             | 9  | 44%                     | 8  |
| Fert\$mart nutrient management (dairy)  | 16%                      | 12 | 50%                       | 6  | 50%       | 6  | 42%             | 5  | 17%                     | 2  |
| Effluent management                     | 15%                      | 11 | 55%                       | 6  | 45%       | 5  | 18%             | 2  | 45%                     | 5  |
| Answered                                | 73                       | 73 |                           |    |           |    |                 |    |                         |    |
| Skipped                                 | 4                        | 4  |                           |    |           |    |                 |    |                         |    |

The following are detailed responses from 19 respondents who chose 'other' topics, listed individually and grouped thematically.

*Other (please specify topic and how you'd like to learn about it) \*19 responses*

Drone uses on farms

Drone farm management

Fertilizer management. Pasture education to suit the location and soil types.

Pasture renovation methods and procedure, seed developments and selection of optimum seed for purpose  
Weather monitoring, rainfall patterns and rainfall predictions

1/pasture identification

2/undertaking an NRM project from start to finish. That is, there are a lot of examples of outcomes of NRM projects, e.g. successful agroforestry projects, but I think the process and project mgt can be as important. I think there would be benefits in undertaking an example project at someone's farm and going through the project step by step, with a timeline etc:

- how to identify the best areas on your farm for agroforestry;
- how to identify the best species for your farm/region and/or for market value;
- where to purchase the trees/price; - site preparation; - ongoing maintenance etc.

Bush tucker, Indigenous planting, planting to encourage native wildlife especially birds

Planning for the effects of climate change

Field day morning at farms to learn about growing garlic and blueberries

Growing native trees from seed for local areas.

We have come to the conclusion as we approach mid 60's to stay on our farm requires a mix of rearing and grazing cows, agistment of horses, selling hay, and Air bn B. By 70 we most likely have to rethink the intensity at which we work. I am attempting to re habitat the Dingo Creek to encourage Helmeted Honey Eaters and create a corridor for both birds, farmers and twitchers BnB to enjoy.

Entomology. Gaining ideas from what other farmers are doing

Pestivirus the sleeping giant. Farmer field day.

Animal husbandry

Training courses are great but combining it with discussion groups so that it's a diverse knowledge base would really be beneficial.

Chemical handling, maintenance of vehicles (tractor/slashers, utes, quad bikes), chainsaws safety and maintenance, for small farms and beginners with little/limited farming background.

Farm mechanics, engineering and electrics would be useful

Minerals and trace elements how, when, what to use with stock.

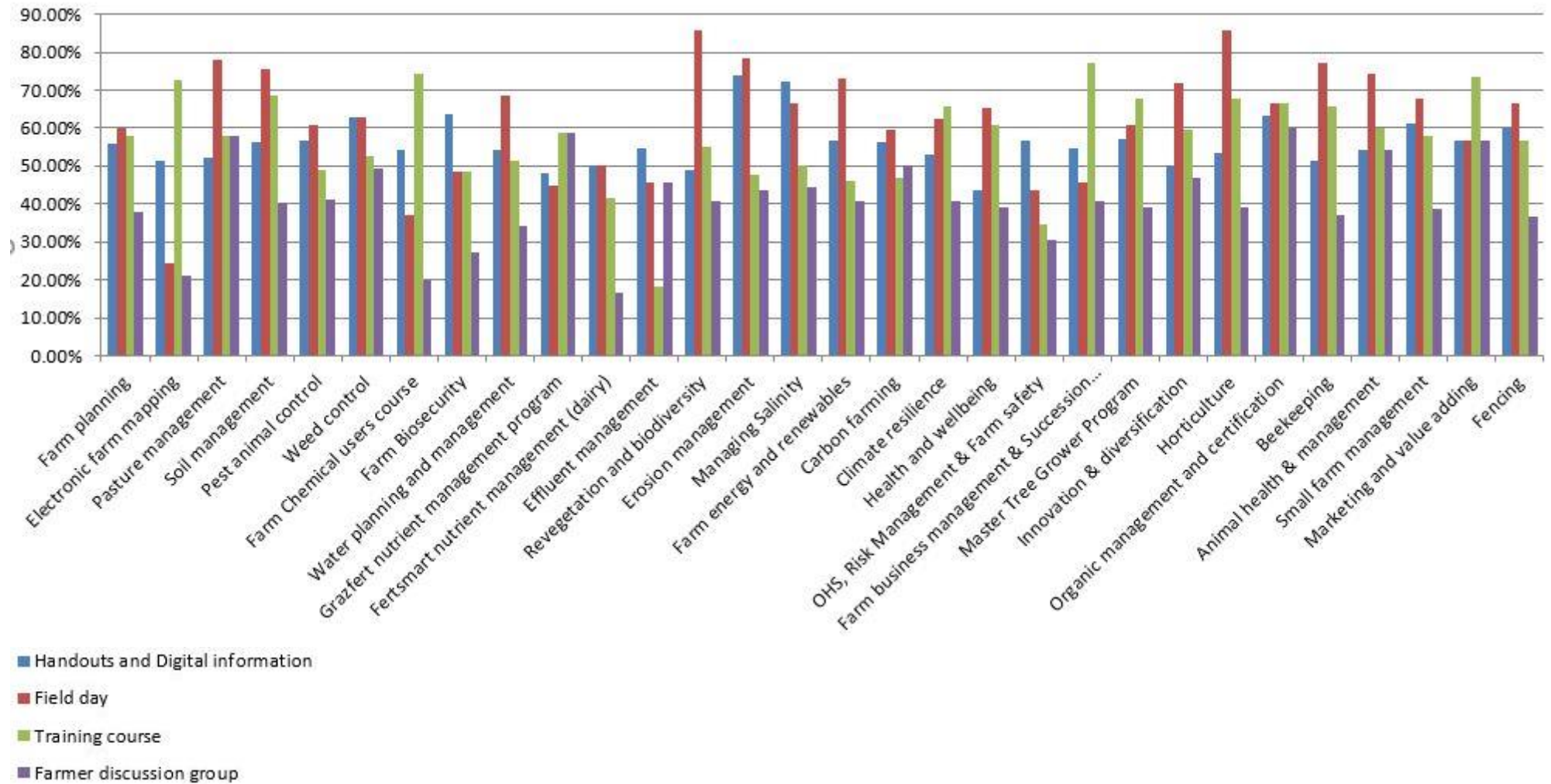
I would like to see field days that incorporate kids, never too early to educate our future farmers.

Models of training for young people in farming practices as a future employment and lifestyle option. creating opportunities to have young people visit farms to learn about the farming sector

Urban biodiversity. Urban farming.

Weed control. Specifically, some of the hard to control weeds in the many Landcare supported revegetation areas that are now infested with blackberry, ivy, sweet pittosporum and suggested control regimes.

Q6. We'd like to know what topics you are interested in learning about. Please choose the topics you are interested in and the methods you would like to learn about them (choose as many as you like):





### Methods of delivery for future training

In terms of methods of delivery preferences, some options may have higher percentages but be low in respondent numbers. It is therefore useful to look at the respondent numbers first (e.g for how many people you would need to fill a field day, course or discussion group) and then the percentages to ascertain the most popular preferences for delivery of each topic.

**Field days** For 22 of 30 topics, field days were the highest rating percentage with the exceptions coming from topics traditionally covered by training courses. Revegetation and biodiversity rated highest for field day preference with high respondent numbers, Horticulture rated second highest however had low respondent numbers. Pasture management and soil management also rated highly for field day preference with high respondent numbers.

**Training course** The eight topics that rated highest in the Training Course category included; Farm Chemical users course, Electronic farm mapping, Climate resilience, Organic management and certification, Marketing and value adding, Grazfert nutrient management program, Master Tree Grower Program, Farm business management & Succession planning. All of this excepting Climate resilience (an emerging area), are traditionally taught in **one to ten-day** Training course formats.

**Farmer discussion group** delivery method responses ranged at 20-60% for each topic, indicating a broad range of topics suitable for delivery via this method for respondents. The most popular were Pasture management, animal health and management, Organic management and certification and Grazfert nutrient management program, all focus areas of the current WPCLN discussion groups.

**Handout or digital** delivery methods were chosen by 50-60% of respondents that chose each topic on average. Responses of over 60% were also seen by the following topics; weed control, farm biosecurity, Small farm management, Organic management and certification, Erosion management and managing salinity although the later topics were much lower in respondent numbers overall.

### Speakers or presenters of interest

Survey respondents were asked via an open-ended question about any speakers or presenters of interest that they would like to hear from. In the WPCLN area 25 people responded, 52 skipped and of those that responded, three were no or N/A. As some responders listed multiple speakers, this information has been split up and reformed into loosely themed topic groups with notes next to any speakers mentioned by multiple respondents. Some responses were also topics rather than speakers or presenters.

*Q8. Are there any speakers, presenters, experts or trainers that you are interested in seeing do a presentation, workshop or training day?*

#### **Soils, erosion, water**

- Very interested in improving your soil from poor fertility and shallow topsoil to fertile soil and more topsoil.
- The soil experts as Chris at the Landcare meetings is excellent.
- Soil Food Web - Can't remember the person's names.
- Professor Ian Rutherford
- Mr Soil Dav
- Mary Cole
- Darren Doherty on water harvesting and management.

#### **Holistic management, Regenerative farming, permaculture and organics**

- Charles Massey
- Allan Savory
- Anyone with vast permaculture knowledge. Holistic farm management and food forests are some topics I'm very interested in.
- David Holmgren on reading the landscape.
- Joel Salatin
- Peter Andrews
- A farmer who has a farm with organic certification.



- organic farming ideas
- making your own fertilizers (compost/liquid/fish)
- Andre Leu

#### **Ag consultants, Agronomists Industry or government bodies**

- Having some from Ag Vic go through the new intensive regulations for small farms, e.g. pastured eggs and pigs
- David Stewart
- Damien Adcock heritage seeds pasture renewal and or renovation. Bent grass eradication/ control. (\*mentioned by 2 respondents)
- Be great to organise a drum muster for our local area
- Bureau of Meteorology speaker (with Warragul BeefCheque)

#### **Plants, bugs, innovation**

- Enjoyed Dung Beetle info but as I pointed out we need to form a collective to distribute and harvest and not rely on a supply point from SA or Canberra.
- More entomology,
- Rowan Reid and Andrew Stewart on farm grown timber.
- Graeme Lorrimer for identification of grasses
- Innovators in e.g. off grid - solar power, hydro power, compost (hot water, gas for cooking)
- workshops and training that would inspire and give young people direction into volunteer and future employment options for their future
- High profile hands on successful farmers

#### **Other information and comments from survey responders**

The final open-ended question in the survey asked for any other information and comments respondents may like to offer. In the WPCLN area 21 people responded, 56 skipped and of those that responded, one was N/A. This information has been split up and reformed into loosely themed topic groups. Some responses were also topics of interest.

*Q9. Thanks very much for sharing your ideas. This will help us offer training that is relevant for members and our communities. Are there any other comments you would like to add to help us assess your training needs?*

#### **General praise**

- More training sessions as well as field days!
- Thanks Peter for the opportunity to access the workshops that we were able to attend, they do present more options for the people we work with
- Thanks for the programs you put together and run. They are interesting, informative and thought provoking generally.
- I found this group very helpful and informative It reassured me I was going in the right direction
- Peter Ronalds works very hard at providing exceptionally interesting Landcare education. I have had benefit from every one I attended.
- We are in the Yarra Ranges Council but still like being part of your group. Not sure why they are not affiliated with your group?

#### **Electronic copies of information**

- I'd like the opportunity for an electronic copy of notes of training sessions/ag discussion groups - good to read after, reinforce & remind yourself in the future of some points.
- As I work off farm, access to the training materials for courses and programs I cannot attend. I wouldn't mind paying a small membership fee for access to a repository of information, presentations, course content etc.

#### **Suggestions for conduct and content of training days**

- Combining Landcare and BeefCheque activities and field days provides additional opportunities
- Field days with a PowerPoint presentation at the start to introduce the days learning experience would really help. With discussions and hands on learning in the field. Something perhaps like erosion management may not need a field day but only a training course with handouts and a PowerPoint

presentation would be sufficient and could be squeezed into a shorter time slot, perhaps even bundled with e.g. salinity management.

- Having a wide range of courses and options really helps I believe. It gives every farmer the best chance of filling the gap in their knowledge.
- Courses targeted at newcomers /beginners to farming, would be welcome. Lots of lifestyle property owners in our area that would benefit, leading to better property management by improving knowledge. (i.e. weed management, animal health)
- Step down to small properties. We may not have large properties, but there are lots of us and together we can make a difference too. Especially for biodiversity in pollinators and small wildlife
- Need more Drone information/training, more use of this technology would increase farm productivity, and reduce the cost of these tools.
- The GMO Debate
- With the rapid change in our climate, I'd love the opportunities to learn anything and everything to do with Permaculture, sustainability, holistic farm management, food forests, carbon management, water management and biodynamic farming. Thanks for the opportunity :)

#### **Fertiliser**

- Yes. As I have indicated on a number of prior occasions a "strike team" needs to be created that will go to a farm, do the relevant soil tests and advise of the required fertilizer program. I believe there are many landholders who struggle with this subject and have a hit and miss approach.
- Neighbour would like me to assist as share farmer as they have purchased a farm with little fertilizer program. I us both WGBS and supplement with Tuna Emulsion and Seasol with excellent results. This year 200 rounds from 20 acres and last year 30 silage from 5 acres. Recently applied for Council assistance to supply chemicals for Blackberry management of Dingo and Diamond Creek.

#### **Contact details**

The last question of the survey collected email addresses to render respondents eligible to win the prize of a \$200 voucher to the farm supplies store of their choice. These can be used by project staff when training related events are being organised to ensure those interested are kept informed of upcoming opportunities.

### **3a.4 Recommendations - Western Port Catchment Landcare Network**

This section aims to give recommendations to guide training activity and delivery of information in WPCLN.

#### **Demographics**

With just under 40% of WPCLN respondents being on properties under 20ha, consideration could be given to a series of events or training course run specifically for smaller landholders, in addition to catering for properties of all sizes or larger sizes. Some comments from respondents also support this view.

#### **Opportunities - Handouts or digital**

Further promotion via social media, website and newsletters of existing information on the most popular topics for Handouts or digital information will assist respondents who may not be aware that information exists.

Opportunities also lie in updating an older poster series, produced in the 2000's across the networks to fill gaps in existing information and to update older, out of date information.

#### **Opportunities - Field days**

Some of the top preferences for field days in WPCLN are traditionally longer training course topics, however there may be the capacity to run 'taster' or 'Introduction to' type field days that showcase the topic and lead into training courses if participants would like to pursue the topic further. One respondent mentioned the need for field days with PowerPoint type presentations at the start to outline the days learning, another mentioned combining BeefCheque and field days for additional opportunities and others mentioned access to electronic copies of presentations and training materials from training days and farmer discussion groups.

### Opportunities - Training courses

Of the top preferences listed for Training courses in WPCLN, there are some topics which are not traditionally run by training courses but could be packaged up creatively to offer a course including; Weed control (suggestions from respondent on hard to control weeds), revegetation and biodiversity (suggestions from respondent made on undertaking an NRM project from start to finish), Climate resilience and Marketing and value adding.

### Opportunities - Farmer discussion groups

Considering the enterprise mix in the region, current Farm discussion groups cater well for those enterprises listed and seem to cover the list of topics mentioned in the top 15 for Farmer discussion group's preference.

### Opportunities for collaboration

Noted sources of information WPCLN respondents have used in the past include AgVic, Meat and Livestock Australia, local government, and suppliers or contractors. These provide opportunities for partnerships and working together to deliver events and training opportunities to make the most of limited resources, especially in the top five topic areas of Soil management, weed control, Farm planning, Pasture management, Revegetation and biodiversity.

### Timing

The highest preference for training activity for WPCLN was **weekdays half days followed by weekends half days**, suggesting that where possible for events or courses, keeping activities in the first or last half of the day may attract more participants, even if courses run for longer over more sessions.

### Speakers and other topics of interest

Lots of great speakers and extra topics were listed including; Drone uses on farms (listed by three respondents), high interest in speakers focussing on holistic management, permaculture and organics, Damien Adcock was also mentioned by two respondents.

### Other information and comments

Lots of praise for Peter Ronalds, and many other helpful suggestions **for conduct of** training days as noted above.

### 3B. South Gippsland Landcare Network (SGLN)

The survey data in this section has been sorted based on the area of South Gippsland Landcare Network being selected in Q1. In which area are you located?

#### 3b.1 Demographics

##### Area

There were 83 responses from the SGLN area. There are also respondents who selected additional areas, possibly indicating multiple properties or properties that cover network boundary areas.

##### Q1. In which area are you located?

| Answer Choices                          | Responses |    |
|---|-----------|----|
| Western Port Catchment Landcare Network | 1%        | 1  |
| Bass Coast Landcare Network             | 4%        | 3  |
| South Gippsland Landcare Network        | 100%      | 83 |
| Mornington Peninsula Shire Council      | 0%        | 0  |
|   | Answered  | 83 |
|   | Skipped   | 0  |

##### Property size

The most common property size was 2-20ha and 40-100ha, both with 33% of respondents. Other categories were evenly represented.

##### Q2. What is the size of your property?

| Answer Choices         | Responses |    |
|------------------------|-----------|----|
| 0-2 hectares           | 13%       | 11 |
| 2-20 hectares          | 33%       | 27 |
| 20-40 hectares         | 9%        | 7  |
| 40-100 hectares        | 33%       | 27 |
| 100 hectares and above | 12%       | 10 |
|                        | Answered  | 82 |
|                        | Skipped   | 1  |

##### Enterprise

Beef was the most common enterprise chosen at 61%, followed by sheep at 28%, then lifestyle at 26%. In addition to the enterprises listed 16 'others' were noted and are listed in the table below. The raw data shows that 45 respondents listed two or more enterprises managed on their property.

##### Q3. Which enterprise(s) do you manage on your property? (tick as many that apply to you)

| Answer Choices         | Responses |    |
|------------------------|-----------|----|
| Beef                   | 61%       | 46 |
| Sheep                  | 28%       | 21 |
| Lifestyle              | 26%       | 20 |
| Vegetables             | 18%       | 14 |
| Dairy                  | 16%       | 12 |
| Fruit/Nuts             | 16%       | 12 |
| Poultry                | 11%       | 8  |
| Honey                  | 9%        | 7  |
| Other livestock        | 8%        | 6  |
| Agroforestry           | 7%        | 5  |
| Agritourism            | 5%        | 4  |
| Cropping               | 3%        | 2  |
| Viticulture            | 0%        | 0  |
| Other (please specify) |           | 16 |
|                        | Answered  | 76 |
|                        | Skipped   | 7  |

*Other \*16 responses***Bushfoods**

South Gippsland Shire Council - bush reserves and roadsides

**Currently leased**

Embryo Collection and Transfer in Cattle

**Camp**

We also agist to our neighbour who puts cows on

**Pine Forest**

lifestyle residential

**Biodiversity & Carbon Sequestration**

agistment

**Goats, chooks, herbs****Horticulture (Nursery)****dairy goats**

I don't have a property, I am a member of a Landcare group and I do various jobs on others properties. Such as weed spraying, rabbit control, native tree propagation, planting and removal of introduced trees. Anything almost.

**Flower growers****Fruit forest****3b.2 Past Landcare training delivered, attended and sources of information****Landcare training delivered 2017-2019**

The below table of information on past training delivered in the SGLN area has been supplied by project staff.

| <b>Date</b>   | <b>Name</b>  | <b>Presenters</b>   |
|---------------|--|---|
| January 2017  | Manuka honey and leptospermum in south Gippsland   | Simon Williams, Uni of the Sunshine Coast, Rob Waddell, Grand Ridge Propagation Nursery, The South Gippsland Beekeepers |
| January 2017  | A day on the Farm  | Prom Country Cheese Moyarra   |
| April 2017    | Soilkee Demonstration field day at Ron and Carmen Barnacle's   | Niels Olsen, Chris Alenson  |
| May 2017      | Ifarm  | Nick Dudley   |
| August 2017   | Ragwort Field day - Alternative methods to weed control  | John Gallienne, Property owners; the Farrell brothers.  |
| November 2017 | Healthy Soils Sustainable Farms field day - Using renewable energy to power a grazing enterprise         | Jillian Station and Bruce Whittaker's Walkerville property  |
| December 2017 | Comparing economics of agroforestry vs conventional grazing field day<br>Controlling azolla in farm dams | Bob Grey's Torwood property   |
| April 2018    | 'Innovative Solutions to Controlling Agricultural Weeds' project field day                               | John Gallienne, Farrels Farm Fish Creek   |
| May 2018      | Healthy Soils Sustainable Farms, Opportunities with climate, cows and carbon (soilkee)                   | Richard Eckard, Melbourne University, Mathew Warnken, Corporate Carbon (Soilkee), Tony Gardner, West Gippsland CMA      |
| May 2018      | Grazfert   | Nick Dudley, Agriculture Victoria   |
| July 2018     | Slippery slopes and Giant Earthworms   | Terrestrial Invertebrate Ecologist, Dr Beverley Van Praagh  |

|               |  |   |
|---------------|--|---|
| Oct/Nov 2018  | Farm Planning Workshop   | David Stewart and Chris Alenson   |
| November 2018 | Farm walk and meeting  | Blue tree honey farm  |
| June 2019     | Dung Beetle field day  | John Feehan   |
| July 2019     | Connecting our creeks to Corner Inlet  | Dr John Ford, Michael Hobson, Wildfish restaurant Port Albert and others. |
| Upcoming      | Giant Gippsland earthworms and revegetation field day  | Various presenters  |
| Upcoming      | Field days 'Growing Gippsland project' in conjunction with BCLN – around climate innovation/sustainable farming. | Various presenters  |

Currently the SGLN does not run any farmer discussion groups.

#### Training attended in past two years

Question four of the survey asked SGLN respondents about their participation in any training related activities including field days and workshops in the past two years. 71 respondents answered, 12 skipped, of the 71, 27 said no. The table below shows individual responses with details and indicates that over 70% have participated in more than one training activity over the past two years.

*Q4. Have you participated in any training related activities including field days and workshops in the past two years, if so, what were they?*

1-day workshop on Aboriginal Cultural Training Day 2018, 3 days of workshops/field days of Sustainable Farm Days 2017, iFarms Training 2017, SoilKee field day 2017.

3 field days conducted by Libby Anthony South Gippsland area

3-day trip to Daylesford visiting farm enterprises with Landcare issues at the fore.

Agroforestry field day, Field day on re-vegetation site(s)

Biodynamic workshop, milking a house cow, Dairy cows with egg laying chooks day,

Climate resilience, Carbon farming, Healthy soils. Olsen soil key.

Cluster meeting fish creek 2018, 3 x training days held by Mardan Mirboo north 2017

Dairy field days

Farm tours, Bird Identification, Water testing

Farming on Hill farms

Fertiliser course run through BCLN

Field days at various farms - mostly around sustainable cropping

field days, Soilkee

GAN chainsaw course. Sustainable Farming days in 2017.

Grasses, ragwort

Grazfert program

Grazfert program, Multi story farming - integrating trees in agricultural activities, Numerous farm visits in Gippsland and the Mornington peninsula, Steer trials conducted at Lardner Park

Healthy soils - several workshops, Weed control, Social media training

Hill End farm

IPM at Koo Wee Rup, Bee keeping info at Lardner Park

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Landcare Mentoring Pilot in Yarram Network, 2018

Lardner field days, Korumburra Field day, GippsDairy Farm financial course

Master tree growers course, silviculture demo day (GAN field day), various other agroforestry field days organised by Gippsland Agroforestry network.

Multi-story farming in Buln Buln. Agroforestry field day in Strzelecki.

Natural building and organic growing - 3 month apprentice program at Eden Hill Garden

Only the ones our Mardan /Mirboo Landcare have run.

Organic farming workshop, Equine Landcare, Regenerative Agriculture

Regenerative farming

Regenerative farming, Steam weeding

Seeds, Pastures, Paddock to plate

Several field days focusing on vegetable growing. However, I'm filling this in partly on behalf of other Grow Lightly vegetable and fruit growers a number of whom would like to know how to get started, what soil improvement techniques they should use, and general stuff about organic agriculture.

South Gippsland Landcare Networking - Soup & Scones nights - 2018

Stock Sense at Nar Nar Goon September 2018

Sustainable farming projects, Grazfert, Total farm planning, Ragwort and weed control, Farmers for climate action

We need to talk workshop - held on Friday 11th May 2018

WESI OPUNTIA SP WORKSHOP - Maffra

Whole farm planning originally. Follow up short course at Krowera (brilliant!)

yes - 2016 field days (1 session held on our property)

Yes an IPM day at Labertouche Was very interesting

Yes the Krowera Farm Planning over three Saturdays

Yes, Farm map workshop, MSA workshop, biosecurity workshop, climate change, angus Australia genetics workshop

Yes, GAN events. Otways visit to Rowan Reid's, Indigenous recognition, I farm, Sustainable farming farm visits, Owls, Tree felling Certificate

Yes, I have participated and run workshops on weed control, feral animal control and native plant ID and seed collection.

Yes, Sustainable Farm Days by Mardan Mirboo North LC, soil management, erosion prevention. Farm mapping course by Nick Dudley

yes, visited property completely restored

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Sources of information or training in the past  
Question seven of the survey asked SGLN respondents where they have found information on training topics in the past. Seven Survey responders skipped this question and 76 sourced information from a number of the options listed and others including; South Gippsland Beekeeper Association, Books, Farmers for climate action, stock agents, agronomist, Local experts, Worked at State Rivers, Commercial operators, Workshops on varying subjects. Landcare was the top choice at 76%, not surprising considering it's a Landcare survey, followed by 64% on the internet, 57% from other farmers and 43% at expos and field days. These results show that peer to peer learning is highly valued by respondents. All respondents listed multiple sources.

*Q7. Where have you sourced training or information on the above topics from in the past?*

| Answer Choices                         | Responses |    |
|--|-----------|----|
| Landcare                               | 76%       | 58 |
| Internet                               | 64%       | 49 |
| Other farmers                          | 57%       | 43 |
| Expo's and Field days                  | 43%       | 33 |
| Agriculture Victoria Services (AgVic)  | 36%       | 27 |
| Television programs Eg. Landline       | 36%       | 27 |
| Newspapers and magazines               | 34%       | 26 |
| Farmer Discussion groups               | 30%       | 23 |
| Supplier or contractor                 | 25%       | 19 |
| Government Departments or Agencies     | 18%       | 14 |
| Meat and Livestock Australia (MLA)     | 18%       | 14 |
| Consultant                             | 18%       | 14 |
| Registered training provider e.g. Tafe | 16%       | 12 |
| Industry bodies                        | 13%       | 10 |
| Local Government                       | 12%       | 9  |
| Victorian Farmers Federation (VFF)     | 5.0%      | 4  |
| Other (please specify)                 |           | 10 |
|  | Answered  | 76 |
|  | Skipped   | 7  |

### 3b.3 Future training Needs

#### Timing

SGLN Survey respondents were asked their preference for timing of future training. It should be noted that there was an error with the survey options given, with Weekends full day listed twice and Weekdays full day omitted. 79 answered the question and four skipped. The most popular option was Weekdays half day at 57%. Second most popular option was a half day on the weekend at 46%. Over 75% of respondents chose multiple options and other responses included; Weekdays full day, weekdays, maybe some weekdays either Monday or Friday, several concurrent days if appropriate, Need to be brief to fit in between milking.

*Q5. If you were to attend training days or workshop events in the future which would be your preference of timing or days? (tick as many as you like)*

| Answer Choices         | Responses |    |
|------------------------|-----------|----|
| Weekends - half day    | 46%       | 36 |
| Weekends - full day    | 29%       | 23 |
| Weekdays - half day    | 57%       | 45 |
| Weekends - full day    | 22%       | 17 |
| Evenings               | 22%       | 17 |
| Other (please specify) |           | 9  |
|                        | Answered  | 79 |
|                        | Skipped   | 4  |

#### Topics for future training

Survey respondents were provided a topic list, and asked to choose those they are interested in, and the ways they would like to learn about them. Methods include; handouts and digital information, field days, training or farm discussion groups. From the SGLN area, 77 responses were received and six skipped. A total of 17 respondents chose 'other', those detailed responses are listed individually and grouped thematically below.

The most popular topics for SGLN were weed control, followed closely by soil management then pasture management. The following table topics have been sorted in order of interest by total respondents.

Q6. We'd like to know what topics you are interested in learning about. Please choose the topics you are interested in and the methods you would like to learn about them (choose as many as you like):

| Topic  | Total respondent numbers |    | Handouts and Digital info |    | Field day |    | Training course |    | Farmer discussion group |    |
|--|--------------------------|----|---------------------------|----|-----------|----|-----------------|----|-------------------------|----|
| Weed control                                   | 71%                      | 55 | 60%                       | 33 | 45%       | 25 | 36%             | 20 | 35%                     | 19 |
| Soil management                                | 68%                      | 52 | 52%                       | 27 | 62%       | 32 | 54%             | 28 | 27%                     | 14 |
| Pasture management                             | 64%                      | 49 | 47%                       | 23 | 67%       | 33 | 55%             | 27 | 29%                     | 14 |
| Revegetation and biodiversity                  | 62%                      | 48 | 58%                       | 28 | 65%       | 31 | 42%             | 20 | 29%                     | 14 |
| Farm planning                                  | 55%                      | 42 | 50%                       | 21 | 52%       | 22 | 62%             | 26 | 24%                     | 10 |
| Pest animal control                            | 53%                      | 41 | 66%                       | 27 | 51%       | 21 | 39%             | 16 | 39%                     | 16 |
| Farm energy and renewables                     | 52%                      | 40 | 62%                       | 25 | 50%       | 20 | 37%             | 15 | 20%                     | 8  |
| Electronic farm mapping                        | 51%                      | 39 | 54%                       | 21 | 33%       | 13 | 62%             | 24 | 18%                     | 7  |
| Carbon farming                                 | 49%                      | 38 | 47%                       | 18 | 47%       | 18 | 42%             | 16 | 26%                     | 10 |
| Erosion management                             | 48%                      | 37 | 57%                       | 21 | 62%       | 23 | 30%             | 11 | 22%                     | 8  |
| Climate resilience                             | 47%                      | 36 | 56%                       | 20 | 39%       | 14 | 44%             | 16 | 31%                     | 11 |
| Farm Biosecurity                               | 42%                      | 32 | 72%                       | 23 | 25%       | 8  | 41%             | 13 | 16%                     | 5  |
| Master Tree Grower Program                     | 40%                      | 31 | 55%                       | 17 | 55%       | 17 | 55%             | 17 | 39%                     | 12 |
| Organic management and certification           | 40%                      | 31 | 77%                       | 24 | 45%       | 14 | 42%             | 13 | 23%                     | 7  |
| Animal health & management                     | 39%                      | 30 | 57%                       | 17 | 43%       | 13 | 50%             | 15 | 20%                     | 6  |
| Small farm management                          | 39%                      | 30 | 60%                       | 18 | 63%       | 19 | 60%             | 18 | 27%                     | 8  |
| Farm Chemical users course                     | 38%                      | 29 | 38%                       | 11 | 21%       | 6  | 79%             | 23 | 10%                     | 3  |
| Water planning and management                  | 38%                      | 29 | 55%                       | 16 | 45%       | 13 | 41%             | 12 | 31%                     | 9  |
| Beekeeping                                     | 38%                      | 29 | 52%                       | 15 | 66%       | 19 | 76%             | 22 | 34%                     | 10 |
| Horticulture                                   | 35%                      | 27 | 52%                       | 14 | 63%       | 17 | 52%             | 14 | 11%                     | 3  |
| Fencing  | 35%                      | 27 | 67%                       | 18 | 52%       | 14 | 44%             | 12 | 19%                     | 5  |
| Marketing and value adding                     | 34%                      | 26 | 73%                       | 19 | 35%       | 9  | 50%             | 13 | 35%                     | 9  |
| OHS, Risk Management & Farm safety             | 31%                      | 24 | 75%                       | 18 | 37%       | 9  | 42%             | 10 | 25%                     | 6  |
| Grazfert nutrient management program           | 30%                      | 23 | 61%                       | 14 | 35%       | 8  | 39%             | 9  | 13%                     | 3  |
| Innovation & diversification                   | 30%                      | 23 | 70%                       | 16 | 43%       | 10 | 30%             | 7  | 35%                     | 8  |
| Health and wellbeing                           | 29%                      | 22 | 59%                       | 13 | 50%       | 11 | 32%             | 7  | 45%                     | 10 |
| Farm business management & Succession planning | 22%                      | 17 | 65%                       | 11 | 12%       | 2  | 47%             | 8  | 29%                     | 5  |
| FertSmart nutrient management (dairy)          | 21%                      | 16 | 62%                       | 10 | 12%       | 2  | 25%             | 4  | 6%                      | 1  |
| Effluent management                            | 18%                      | 14 | 57%                       | 8  | 43%       | 6  | 21%             | 3  | 21%                     | 3  |
| Managing Salinity                              | 14%                      | 11 | 73%                       | 8  | 27%       | 3  | 18%             | 2  | 18%                     | 2  |
| Answered                                       | 77                       |    |                           |    |           |    |                 |    |                         |    |
| Skipped  | 6                        |    |                           |    |           |    |                 |    |                         |    |

The following are detailed responses from 17 respondents who chose 'other' topics, listed individually and grouped thematically.

*Other (please specify topic and how you'd like to learn about it) \*17 responses*

Environmental field days related to native flora and fauna. Educational/Informational focus. Broadening people's awareness of their locality's environment.

Values and importance of carbon sequestration and increasing biodiversity resilience and extent particularly in the Strzelecki Ranges which are a known/recognised high CO2 take-up area.

Planning for rejuvenating areas, with some wood harvesting in the future as part of the plan. Learn by: Handouts, field day or discussion group.

Regenerative Agriculture fundamentals - training course followed by farmer discussion groups.  
Holistic Management & Soil Health (components of Regen Ag but separate items) - as above.  
Permaculture - training course with ongoing farmer discussion groups

Natural, chemical free farming

Cottage industry, homesteading, self sufficiency

a greater understanding of aquifers and underground water supply

Tunnel drain erosion- field day or digital material

Weed spraying techniques, accurate info on what to spray and with what chemicals, when and how often. Also rabbit control methods.

weed control using steam technology

Employing contractors.

I have found it difficult (impossible) to undertake a 1080 endorsement course. They are advertised but then not run due to lack of numbers.

Dung beetle management

IPM worm farming

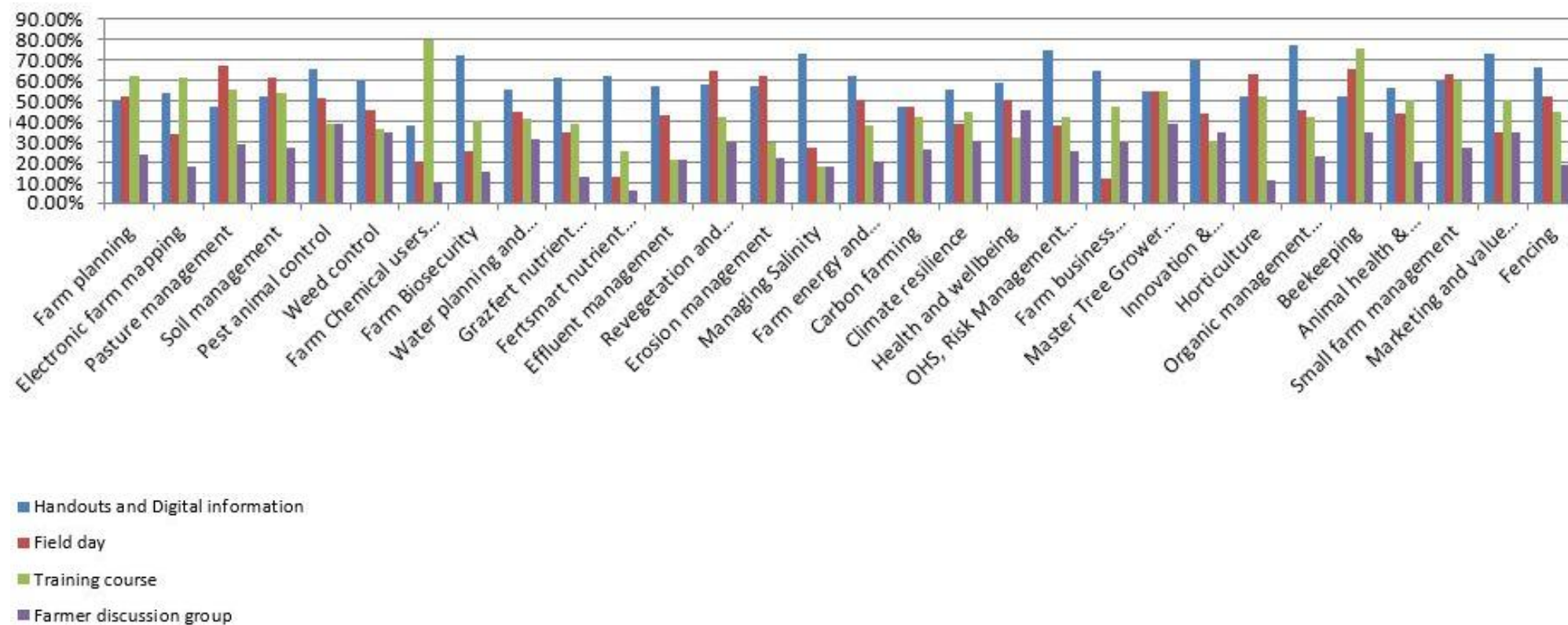
Very interested in small scale grain.

Harvesting and growing native plant seed - handouts and digital information, training course; Biodynamic growing principles and practice - handouts and digital information, field day, training course

Berry, vegetable and fruit growing....field day

not really interested

Q6. We'd like to know what topics you are interested in learning about. Please choose the topics you are interested in and the methods you would like to learn about them (choose as many as you like):



### Methods of delivery or future training

In terms of methods of delivery preferences, some options may have higher percentages but be low in respondent numbers. It is therefore useful to look at the respondent numbers first (e.g. for how many people you would need to fill a field day, course or discussion group) and then the percentages to ascertain the most popular preferences for delivery of each topic.

**Field days** Pasture management, revegetation and biodiversity and soil management rated highly and had high respondent numbers. Other topics that rated highly were beekeeping, small farm management, horticulture and erosion management, although respondent numbers were lower.

**Training course** topics that rated highest as a preference for this category included; farm planning, electronic farm mapping, farm chemical users course, beekeeping, small farm management, pasture management, master tree growers course and soil management although respondent numbers varied. Most of these are traditionally taken in training course format.

**Farmer discussion group** delivery method responses were the lowest ranging at 6-39% for each topic. As there are no farm discussion groups currently operated by SGLN, this result is not surprising. It does indicate that respondents would like to receive information via this forum. The most popular topics for this delivery method were, health and wellbeing, pest animal control, master tree grower course, innovation and diversification, marketing and value adding and beekeeping with generally low respondent numbers for each.

**Handout or digital** delivery methods were popular and chosen by 37-77% of respondents for each topic. Responses of over 60% were also seen by the following topics; pest animal control, farm energy and renewables, farm biosecurity, organic management and certification, fencing, marketing and value adding, OHS Risk Management & Farm safety, Grazfert nutrient management program, Innovation & diversification, Farm business management & Succession planning, Fert\$mart nutrient management (dairy) and managing salinity. Some of the later topics in this list however, only had low numbers of total respondents per topic.

### Speakers or presenters of interest

Survey respondents were asked via an open-ended question about any speakers or presenters of interest that they would like to hear from. In the SGLN area 30 people responded, 53 skipped and of those that responded, seven were no. As some responders listed multiple speakers, this information has been split up and reformed into loosely themed topic groups with notes next to any speakers mentioned by multiple respondents. Some responses were also topics rather than speakers or presenters.

*Q8. Are there any speakers, presenters, experts or trainers that you are interested in seeing do a presentation, workshop or training day?*

#### **Soils, water**

- Soil health and carbon sequestration are also of interest
- Dr. Mary Cole on soil biology
- Gerhard Grasser, on Soil Health - introducing the new NPK.
- Darren Doherty on water harvesting and management.

#### **Holistic Management, regenerative farming, permaculture, organics**

- Allan Savory
- Joel Salatin
- Andre Leu
- David Holmgren on reading the landscape.
- David Holmgren re small self-sustaining farmlets.
- David Holmgren tour/training
- Marli Draper from Leongatha, years of organic ag teaching experience, underutilized local wealth of information and experience.

#### **Weed management**

- Anything Angelica Cameron (IMP) does is gold.

- IPM, worm castings, flame weeding
- Someone who knows how to deal with NSW invasive weeds - Parramatta Grass and Rats Tail Grass.
- There was a field day somewhere in the East, sometime this year on controlling Sweet Pittosporum.

**Ag consultants, agronomists, Industry or government bodies**

- Peter Ronalds
- Dr Rod Manning
- John Bowman
- Damian Adcock heritage seeds
- Guy Webb

**Biodiversity, plants, small farming, climate change, biosecurity, mapping.**

- A lot of our members would like info on local biodiversity and conservation.
- Rowan Reid and Andrew Stewart on farm grown timber.
- Small farming networking, using a small farm to generate an income, chooks and poultry and their benefits.
- Workshops on adapting land management to climate change and its looming impacts - business as usual is not an option. Land management, soil loss, less water weed invasion roadside weed, weeds on public land.
- Farm biosecurity
- farm mapping and survey with focus on open source hardware and software
- No just so long as the info is up to date. Even alternatives to traditional methods.
- Any person passionate about what they do would be relevant. Anyone with firsthand knowledge and experience would be OK

**Other information and comments from survey responders**

The final open-ended question in the survey asked for any other information and comments respondents may like to offer. In the SGLN area 19 people responded, 64 skipped and of those that responded, three were no. This information has been split up and reformed into loosely themed topic groups. Some responses were also topics of interest.

*Q9. Thanks very much for sharing your ideas. This will help us offer training that is relevant for members and our communities. Are there any other comments you would like to add to help us assess your training needs?*

**General praise**

- The activities we have been involved in through AgVic and the Western Port Landcare network have been outstanding
- We have learnt a lot from Paddock to plate tours & see a lot of benefit in looking at other areas for ideas and information.
- Your group do a wonderful job keep up the work
- I really like the idea of new Landcare members being mentored by experienced farmers, we would have liked some onsite help/& advice.

**Suggestions for conduct and content of training days**

- Have trouble getting to events on weekdays
- More activities and relevance for larger farmers not just small farms.
- No fluff heads. I want to see material that's backed by authoritative cases studies and on farm experience.
- Normally don't have time to get to field days
- In conjunction with WGCMA and FCA, I have instigated a "managing climate risk in agriculture, Gippsland conference" Warragul, June 20. I recommend you come to this to see expression of farmers training needs

**General comments**

- No thanks - will you be circulating the results of this survey?

- I have a really small property, but I have dairy farms either side of me. I'm conscious of being a good neighbour re weeds etc.
- "yes, i feel someone should be actively supporting/helping farmers to get their lazy neighbours to control their weeds. We need to get legal advice on this issue, many farmers feel the same way. "
- Some old farmers feel "they know it all" anyway and are conservative and reluctant to hear about new things. There is a fear of being "talked" into spending heaps on such things as fertilisers etc Not sure how to address this.....maybe have a look at historical farming practices and include these local farmers for a discussion event.
- Greater emphasis on the value of increasing bio links, biodiversity and addressing climate change and its impact which is with us right now
- Maybe Landcare could ask contractors like me to submit their availability, cost and services to be put on a register for members that can access, in return for this contractors could offer discounts to land are members esp. if a number get together to have, say, their rabbits fumigated, or blackberries sprayed, at the same time.
- The Farm OH&S needs to be addressed as an important facet of future farming, particularly those that don't grow up on a farm as well as young keen helping kids

#### Contact details

The last question of the survey collected email addresses to render respondents eligible to win the prize of a \$200 voucher to the farm supplies store of their choice. These can be used by project staff when training related events are being organised to ensure those interested are kept informed of upcoming opportunities.

### 3b.4 Recommendations - South Gippsland Landcare Network

This section aims to give recommendations to guide training activity and delivery of information in SGLN.

#### Demographics

With an even amount of 33% of SGLN respondents being on properties of 2-20ha and 40-100ha consideration could be given to a series of events or training course run specifically for smaller landholders, in addition to catering for properties of all sizes or larger sizes.

#### Opportunities - Handouts or digital

Further promotion via social media, website and newsletters of existing information on the most popular topics for Handouts or digital information will assist respondents who may not be aware that information exists.

Opportunities also lie in updating an older poster series, produced in the 2000's across the networks to fill gaps in existing information and to update older, out of date information.

In SGLN, Revegetation and biodiversity, Farm energy and renewables, Organic management and certification and climate resilience are not areas where Landcare has focussed on delivering information via handouts or digital format unless in conjunction with any projects on the subject. These could be focus areas if considering any new production of material or gathering of existing materials for promotion in SGLN.

#### Opportunities - Field days

Some of the preferences for field days in SGLN are traditionally longer training course topics, however there may be the capacity to run 'taster' or 'Introduction to' field days that showcase the topic and lead into training courses if participants would like to pursue the topic further.

Pasture and soils are the most popular which is not surprising considering 61% beef and 28% sheep were listed as enterprises by respondents. However, with 26% listing lifestyle as enterprise, and over 20 responders interested in each of the top eight field day topics, the data suggests that there is an opportunity to try a broader range of event topics that would be well attended.



Revegetation and biodiversity, weed control, erosion, farm planning and pest animal control topics could be run as an interlinked series with a couple of topics on the same day. Some of the less traditional Landcare topics, Farm energy and renewables, beekeeping, carbon farming, horticulture and climate resilience could be visited in conjunction with other networks who have also shown similar interests.

#### **Opportunities - Training courses**

Of the top preferences listed for Training courses in SGLN, there are some topics which are not traditionally run by training courses but could be packaged up creatively to offer a course including; Weed control/Pest animal control, revegetation and biodiversity (suggestion from respondent about broadening awareness of SGLN environment) and Small farm management (could be Fplan21 style but focus on smaller farms).

Other less traditional Landcare topics could also be packaged into a training course format including Carbon Farming, climate resilience and Farm energy and renewables. This course structure could be shared or offered across networks.

#### **Opportunities - Farmer discussion groups**

There are currently no Farmer discussion groups operating in SGLN however with 8-19 respondents listing interest in the top 15 topics listed as a preference for delivery by farm discussion group, the data shows that there is some interest in being involved in this type of forum. Some SGLN members do currently participate in BCLN Farm discussion groups.

#### **Opportunities for collaboration**

The highest rated sources of information SGLN respondents have used in the past include Landcare, internet, other farmers, expos and field days, TV and AgVic. This indicates a high preference for peer to peer learning, however there is still opportunity to collaborate with other organisations to deliver training. The project already involves AgVic, however there may be additional scope to involve contractors for weed and pest animal contribution as well. Collaborating with South Coast Beekeepers to promote any Beekeeping field days or courses would also be beneficial.

#### **Timing**

The highest preference for training activity for SGLN was weekdays half days followed by weekends half days, suggesting that where possible for events or courses, keeping activities in the first or last half of the day may attract more participants, even if courses run for longer over more sessions.

#### **Speakers and other topics of interest**

Lots of great speakers and extra topics were listed including; David Holmgren (mentioned three times for reading the landscape, small self-sustaining farmlets and tour/training) and speakers focussing on soil health, holistic management and organics were also popular. Several other consultants, high profile speakers and slight variations on some of the topics given were also mentioned.

#### **Other information and comments**

Lots of general praise was given and the idea of mentoring for new members by experienced farmers was also listed as beneficial. A few respondents noted no time to get to events or field days, and another mentioned wanting to see material backed by authoritative case studies and on farm experience. There were also many other general comments of interest as noted above.

### 3C. Mornington Peninsula (Morn Pen)

The survey data in this section has been sorted based on the area of Mornington Peninsula being selected in Q1. In which area are you located?

#### 3c.1 Demographics

##### Area

There were 24 responses from the Mornington Peninsula area. There are also respondents who selected additional areas, possibly indicating multiple properties or properties that cover network boundary areas.

Q1. In which area are you located?

| Answer Choices                          | Responses |    |
|---|-----------|----|
| Western Port Catchment Landcare Network | 8%        | 2  |
| Bass Coast Landcare Network             | 0%        | 0  |
| South Gippsland Landcare Network        | 0%        | 0  |
| Mornington Peninsula Shire Council      | 100%      | 24 |
|   | Answered  | 24 |
|   | Skipped   | 0  |

##### Property size

The most common property size was 2-20ha with 71% of respondents, followed by 40-100ha with 21% of respondents.

Q2. What is the size of your property?

| Answer Choices         | Responses |    |
|------------------------|-----------|----|
| 0-2 hectares           | 0%        | 0  |
| 2-20 hectares          | 71%       | 17 |
| 20-40 hectares         | 4%        | 1  |
| 40-100 hectares        | 21%       | 5  |
| 100 hectares and above | 4%        | 1  |
|                        | Answered  | 24 |
|                        | Skipped   | 0  |

##### Enterprise

Fruit and nuts were the most common enterprise chosen at 35%, followed by beef at 30%. In addition to the enterprises listed three others were noted including, Vacant at present, Egg production only Cage and Free Range and Boer Goats. The raw data shows that just under half of the respondents listed two or more enterprises managed on their property.

Q3. Which enterprise(s) do you manage on your property? (tick as many that apply to you)

| Answer Choices         | Responses |    |
|------------------------|-----------|----|
| Fruit/Nuts             | 35%       | 8  |
| Beef                   | 30%       | 7  |
| Sheep                  | 26%       | 6  |
| Vegetables             | 22%       | 5  |
| Agritourism            | 22%       | 5  |
| Poultry                | 17%       | 4  |
| Honey                  | 17%       | 4  |
| Lifestyle              | 13%       | 3  |
| Other livestock        | 9%        | 2  |
| Cropping               | 9%        | 2  |
| Viticulture            | 4%        | 1  |
| Dairy                  | 0%        | 0  |
| Agroforestry           | 0%        | 0  |
| Other (please specify) |           | 3  |
|                        | Answered  | 23 |
|                        | Skipped   | 1  |

### 3c.2 Past Landcare training delivered, attended and sources of information

#### Landcare training delivered 2017-2019

The below information on past training delivered in the Mornington Peninsula has been supplied by project staff.

| Date | Name                          | Presenters       |
|------|-------------------------------|------------------|
| 2017 | Grazfert                      | AgVic            |
| 2017 | Pasture weeds                 | David Stewart    |
| 2018 | Biosecurity                   | David Stewart    |
| 2018 | Soils & Pastures              | Chris Alenson    |
| 2018 | IPM in vegetables             | Angelica Cameron |
| 2019 | Planning laws for farmers     | AGVIC            |
| 2019 | Regenerative Agriculture      | Charles Massy    |
| 2019 | Biosecurity Risks for farmers | Multiple         |

In addition, Mornington Peninsula currently runs two Farm discussion groups;

#### **Mornington Peninsula Farmer Discussion Group**

Meets 8-10 times per year with a focus on grazing as the main topic.

#### **Mornington Peninsula Market Gardens Discussion Group**

This group meets 4 times per year with a focus on Horticulture as the main topic.

#### Training attended in past two years

Question four of the survey asked respondents about their participation in any training related activities including field days and workshops in the past two years. For the Mornington Peninsula area, 21 respondents answered, three skipped, of the 21, five said no. The table below shows individual responses with details and indicates that over 50% have participated in more than one training activity over the past two years.

*Q4. Have you participated in any training related activities including field days and workshops in the past two years, if so what were they?*

Yes - the Mornington Peninsula day down in Balnarring. Also, a day out in Gippsland with Peter - property manager started in the shed and talked about agroforestry and growing natives for timber on his place.

A variety of training sessions as provided by Mornington Peninsula Farmer Discussion Group.

#### **Beef Cheque**

Biodynamic field days on compost making and other practices. MPVA & AWRI seminars on under vine mulching and soil improvement

GrazFert soil workshop. Dung beetle workshop

I've attended a field day about pasture and soils. Was a great day of learning

Landcare walk through Tootgarook swamp

Market gardeners field days run by Mornington Peninsula Shire throughout 2017-2018

Moorooduc soils workshop

Small rural landholders' group. Westernport Landcare field days. IPM field day. Grazfert field day SW

Soils workshop

Sustainability, Managing in dry conditions, MP Farmers group

SPIFFA - Peninsula Land Management course

Various network events provided for the MP Small Farm Network

Yes - several this year

Yes, most of the small farm & market gardener field days run by Sarah Saxton and Liz Clay. They have all been fantastic.

Yes, Weed Management - Dromana, MPEL CFA Horse management Bushfires, Soil & Case Studies Alistair Young's property, Bio Dynamic Farming Duncan & Vicki's Property, Farmers Discussion Group Montalto Kitchen Gardens, Mapping Workshop - Mornington Library, Integrated Pest Management - Diggers Dromana.

**Sources of information or training in the past**  
Question seven of the survey asked respondents where they have found information on training topics in the past. Three Survey responders skipped this question and 21 sourced information from several options listed and one other listed as Documentary and SPIFFA course. Internet was the top choice at 57%, followed by an equal 48% for Landcare, Farmer discussion groups and other farmers. These results show that peer to peer learning is highly valued by respondents. All respondents listed multiple sources.

*Q7. Where have you sourced training or information on the above topics from in the past?*

| Answer Choices                         | Responses |    |
|--|-----------|----|
| Internet                               | 57%       | 12 |
| Landcare                               | 48%       | 10 |
| Farmer Discussion groups               | 48%       | 10 |
| Other farmers                          | 48%       | 10 |
| Agriculture Victoria Services (AgVic)  | 43%       | 9  |
| Supplier or contractor                 | 38%       | 8  |
| Expo's and Field days                  | 33%       | 7  |
| Industry bodies                        | 29%       | 6  |
| Newspapers and magazines               | 29%       | 6  |
| Local Government                       | 24%       | 5  |
| Government Departments or Agencies     | 19%       | 4  |
| Consultant                             | 19%       | 4  |
| Meat and Livestock Australia (MLA)     | 14%       | 3  |
| Registered training provider e.g. Tafe | 14%       | 3  |
| Television programs Egg. Landline      | 10%       | 2  |
| Victorian Farmers Federation (VFF)     | 5%        | 1  |
| Other (please specify)                 |           | 1  |
|  | Answered  | 21 |
|  | Skipped   | 3  |

### 3c.3 Future training Needs

#### Timing

Mornington Peninsula Survey respondents were asked for their preference of timing for future training. It should be noted that there was an error with the survey options given, with Weekends full day listed twice and Weekdays full day omitted. There were 21 responses with three skipped. The most popular option was Weekdays half day at 81%. Second most popular option was a half day on the weekend at 52%. Nearly all respondents chose multiple options and other responses included; Between school hours, Sat mornings are acceptable and maybe we'd get more weekenders, and weekdays full days.

*Q5. If you were to attend training days or workshop events in the future which would be your preference of timing or days? (tick as many as you like)*

| Answer Choices         | Responses |    |
|------------------------|-----------|----|
| Weekends - half day    | 52%       | 11 |
| Weekends - full day    | 19%       | 4  |
| Weekdays - half day    | 81%       | 17 |
| Weekends - full day    | 14%       | 3  |
| Evenings               | 19%       | 4  |
| Other (please specify) |           | 3  |
|                        | Answered  | 21 |
|                        | Skipped   | 3  |

#### Topics for future training

Survey respondents were provided a topic list, and asked to choose those they are interested in, and the ways they would like to learn about them. Methods include; handouts and digital information, field days, training or farm discussion groups. From the Mornington Peninsula area, 20 responses were received, and four skipped. Three respondents chose other, those detailed responses are listed individually below.

The most popular topics for the Mornington Peninsula area were soil management, followed closely by farm planning, pasture management and Weed control all with various preferences for delivery. In the table on the following page, topics have been sorted in order of interest by total respondents.

Q6. We'd like to know what topics you are interested in learning about. Please choose the topics you are interested in and the methods you would like to learn about them (choose as many as you like):

| Topic                                   | Total respondent numbers |    | Handouts and Digital info |    | Field day |    | Training course |    | Farmer discussion group |    |
|---|--------------------------|----|---------------------------|----|-----------|----|-----------------|----|-------------------------|----|
| Soil management                         | 80%                      | 16 | 56%                       | 9  | 75%       | 12 | 69%             | 1  | 81%                     | 13 |
| Farm planning                           | 75%                      | 15 | 53%                       | 8  | 60%       | 9  | 53.33%          | 8  | 73%                     | 11 |
| Pasture management                      | 75%                      | 15 | 53%                       | 8  | 67%       | 10 | 73.33%          | 1  | 67%                     | 10 |
| Weed control                            | 75%                      | 15 | 73%                       | 11 | 60%       | 9  | 53.33%          | 8  | 67%                     | 10 |
| Revegetation and biodiversity           | 70%                      | 14 | 57%                       | 8  | 57%       | 8  | 79%             | 1  | 64%                     | 9  |
| Small farm mgt                          | 70%                      | 14 | 86%                       | 12 | 71%       | 10 | 71%             | 10 | 71%                     | 10 |
| Beekeeping                              | 65%                      | 13 | 69%                       | 9  | 69%       | 9  | 69%             | 9  | 69%                     | 9  |
| Water planning and mgt                  | 60%                      | 12 | 58%                       | 7  | 58%       | 7  | 50%             | 6  | 50%                     | 6  |
| Pest animal control                     | 55%                      | 11 | 45%                       | 5  | 55%       | 6  | 55%             | 6  | 55%                     | 6  |
| Innovation & diversification            | 55%                      | 11 | 55%                       | 6  | 18%       | 2  | 27%             | 3  | 55%                     | 6  |
| Animal health & management              | 55%                      | 11 | 82%                       | 9  | 36%       | 4  | 36%             | 4  | 64%                     | 7  |
| Electronic farm mapping                 | 50%                      | 10 | 60%                       | 6  | 20%       | 2  | 40%             | 4  | 20%                     | 2  |
| Farm energy and renewables              | 50%                      | 10 | 80%                       | 8  | 50%       | 5  | 50%             | 5  | 50%                     | 5  |
| Health and wellbeing                    | 50%                      | 10 | 90%                       | 9  | 30%       | 3  | 20%             | 2  | 40%                     | 4  |
| OHS, Risk Mgt & Farm safety             | 50%                      | 10 | 80%                       | 8  | 20%       | 2  | 20%             | 2  | 40%                     | 4  |
| Farm business mgt & Succession planning | 50%                      | 10 | 100%                      | 10 | 10%       | 1  | 20%             | 2  | 30%                     | 3  |
| Carbon farming                          | 45%                      | 9  | 89%                       | 8  | 56%       | 5  | 33%             | 3  | 44%                     | 4  |
| Climate resilience                      | 45%                      | 9  | 89%                       | 8  | 44%       | 4  | 56%             | 5  | 78%                     | 7  |
| Organic management and certification    | 45%                      | 9  | 78%                       | 7  | 67%       | 6  | 56%             | 5  | 67%                     | 6  |
| Fencing                                 | 45%                      | 9  | 33%                       | 3  | 44%       | 4  | 56%             | 5  | 44%                     | 4  |
| Farm Chemical users course              | 40%                      | 8  | 50%                       | 4  | 12%       | 1  | 62%             | 5  | 12%                     | 1  |
| Grazfert nutrient management program    | 35%                      | 7  | 57%                       | 4  | 43%       | 3  | 57%             | 4  | 57%                     | 4  |
| Master Tree Grower Program              | 35%                      | 7  | 57%                       | 4  | 14%       | 1  | 29%             | 2  | 29%                     | 2  |
| Farm Biosecurity                        | 30%                      | 6  | 67%                       | 4  | 50%       | 3  | 50%             | 3  | 67%                     | 4  |
| Managing Salinity                       | 30%                      | 6  | 100%                      | 6  | 67%       | 4  | 67%             | 4  | 67%                     | 4  |
| Marketing and value adding              | 30%                      | 6  | 100%                      | 6  | 17%       | 1  | 50%             | 3  | 33%                     | 2  |
| Erosion management                      | 25%                      | 5  | 80%                       | 4  | 60%       | 3  | 60%             | 3  | 60%                     | 3  |
| Horticulture                            | 25%                      | 5  | 80%                       | 4  | 60%       | 3  | 60%             | 3  | 40%                     | 2  |
| Effluent management                     | 20%                      | 4  | 100%                      | 4  | 0%        | 0  | 25%             | 1  | 25%                     | 1  |
| FertSmart nutrient management (dairy)   | 15%                      | 3  | 100%                      | 3  | 0%        | 0  | 33%             | 1  | 0%                      | 0  |
| Answered                                | 20                       |    |                           |    |           |    |                 |    |                         |    |
| Skipped                                 | 4                        |    |                           |    |           |    |                 |    |                         |    |

The following are detailed responses from 3 respondents who chose 'other' topics, listed individually.

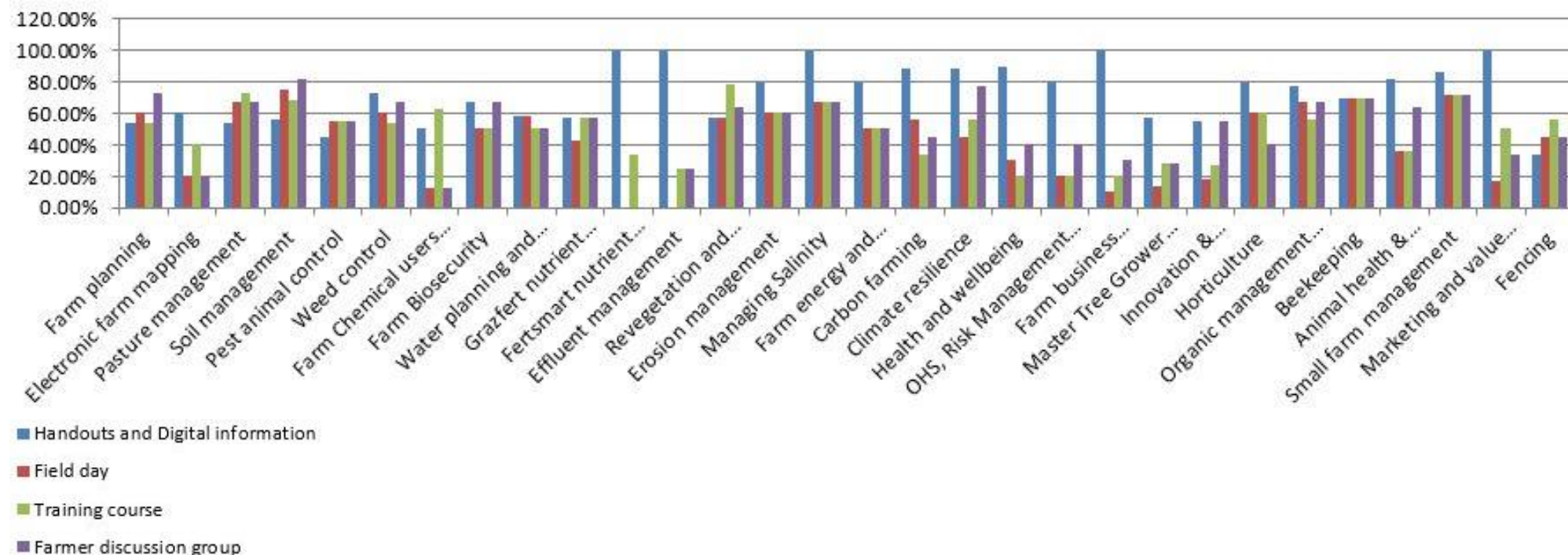
*Other (please specify topic and how you'd like to learn about it)*

Allowing kangaroos to mix with cattle, sheep, horses and alpacas. Landholders be educated about kangaroos. e.g. they don't eat the same grass that cattle do.

soil testing and interpretation, Shelter & shade tree plantations, identifying & combating insects that attack pastures, farm dams and bores for water access, selling your remnant vegetation rights as offsets, drenching and vaccinating livestock, the latest electric fencing innovations, compacted soil, Bureau of Meteorology and other websites that assist farmers to respond to variable seasons, identifying salinity in your soil and how to respond.

biodynamics field day farmer discussion group

Q6. We'd like to know what topics you are interested in learning about. Please choose the topics you are interested in and the methods you would like to learn about them (choose as many as you like):



### Methods of delivery or future training

In terms of methods of delivery preferences, some options may have higher percentages but be low in respondent numbers. It is therefore useful to look at the respondent numbers first (e.g. for how many people you would need to fill a field day, course or discussion group) and then the percentages to ascertain the most popular preferences for delivery of each topic.

**Field days** Soil management rated highest for field day preference followed by small farm management, both with high respondent numbers. Other higher rating topics that also had high respondent numbers included, beekeeping, farm planning, pasture management and weed control. Organic management and certification and managing salinity rated highly, although had low respondent numbers.

**Training course** topics that rated highest in the Training Course category included; Revegetation and Biodiversity, pasture management, small farm management, beekeeping, soil management and farm chemical users. Most of these are traditionally taken in training course format.

**Farmer discussion group** delivery method responses were variable amongst topics, with the highest being soil management which also had a high respondent rate. Climate resilience was also rated highly as a preference but had a low respondent rate. The next highest percentages and respondents were Farm planning, Small farm management and beekeeping.

**Handout or digital** delivery methods were popular and chosen by over 50% of respondents for each topic except fencing. Although percentages were high for this delivery method as a preference, respondent numbers were low in some cases. Those that had higher percentage numbers and respondent numbers included, Small farm management, weed control, Farm business mgt & Succession planning, health and wellbeing, Animal health & management and beekeeping.

### Speakers or presenters of interest

Survey respondents were asked via an open-ended question about any speakers or presenters of interest that they would like to hear from. In the Mornington Peninsula area 10 people responded, 14 skipped and of those that responded, two were no. Responses are listed below although some responses were topics rather than speakers or presenters.

*Q8. Are there any speakers, presenters, experts or trainers that you are interested in seeing do a presentation, workshop or training day?*

- Peter Andrews would be cool, but extremely unlikely :)
- IPM Technologies, Darren Dougherty, other farmers especially organic/biodynamic
- permaculture
- David Stewart
- Graeme Sait
- Aboriginal elders on culture of area
- Anyone with vast permaculture knowledge. Holistic farm management and food forests are some topics I'm very interested in.
- biodynamics

### Other information and comments from survey responders

The final open-ended question in the survey asked for any other information and comments respondents may like to offer. In the Mornington Peninsula area 5 people responded, 19 skipped and of those that responded, one was no. Responses are listed below.

*Q9. Thanks very much for sharing your ideas. This will help us offer training that is relevant for members and our communities. Are there any other comments you would like to add to help us assess your training needs?*

- We really appreciate all of the effort put into the program, so please keep up the good work!
- With the rapid change in our climate, I'd love the opportunities to learn anything and everything to do with Permaculture, sustainability, holistic farm management, food forests, carbon management, water management and biodynamic farming. Thanks for the opportunity :)



- The VFF Peninsula Branch was planning to run exactly the same sort of program of field days etc. It would be sensible to collaborate and VFF would contribute funding to expand the program.
- No, the above-mentioned topics really cover a great spread of our personal needs on the farm. Hope to see them come to life and would love to talk to you about helping out in getting them off the ground. Education to farmers especially the younger generations is super important for the longevity of peninsula farms, something I am quite passionate about.

#### Contact details

The last question of the survey collected email addresses to render respondents eligible to win the prize of a \$200 voucher to the farm supplies store of their choice. These can be used by project staff when training related events are being organised to ensure those interested are kept informed of upcoming opportunities.

### 3c.4 Recommendations - Mornington Peninsula

This section aims to give recommendations to guide training activity and delivery of information in the Mornington Peninsula area.

#### Demographics

With 71% or 17 of Mornington Peninsula area respondents being on properties of 2-20ha, training activity should be targeted at small to medium landholders. With 21% or 5 respondents on 40-100ha some consideration will still need to be given to those on larger properties.

#### Opportunities - Handouts or digital

Further promotion via social media, website and newsletters of existing information on the most popular topics for Handouts or digital information will assist respondents who may not be aware that information exists.

Opportunities also lie in updating an older poster series, produced in the 2000's across the networks to fill gaps in existing information and to update older, out of date information.

This was a popular delivery method with over half of respondents for each topic except fencing.

#### Opportunities - Field days

Some of the top preferences for field days in the Mornington Peninsula area are traditionally longer training course topics, however there may be the capacity to run 'taster' or 'Introduction to' type field days that showcase the topic and lead into training courses if participants would like to pursue the topic further.

One respondent mentioned that 'the VFF Peninsula Branch was planning to run exactly the same sort of program of field days etc. It would be sensible to collaborate and VFF would contribute funding to expand the program.' Perhaps there would be opportunity to collaborate on a co-branded field days series to be run in the Mornington Peninsula area to make best use of resources of both groups, or at the very least be in contact to avoid duplication of topics and events.

#### Opportunities - Training courses

Of the top preferences listed for Training courses in the Mornington Peninsula area, there are some topics which are not traditionally run by training courses but could be packaged up creatively to be offered in a course format including: Revegetation and biodiversity, Weed control, Climate resilience and Water planning and management. Small farm management could be run in Fplan21 style but with a focus on smaller farms. Most of the other top options are available in training course format from various providers, industry groups and specialist contractors.

Other less traditional Landcare topics could also be packaged into a training course format including Climate resilience and Farm energy and renewables. This course structure could be shared or offered across networks.

#### Opportunities - Farmer discussion groups

Considering the enterprise mix in the region, current Farm discussion groups cater well for those enterprises listed and seem to cover the list of topics mentioned in the top 15 for Farmer discussion group's preference.

### **Opportunities for collaboration**

Noted sources of information that Mornington Peninsula area respondents have used in the past include AgVic, Meat and Livestock Australia, local government, and suppliers or contractors. These provide opportunities for partnerships and working together to deliver events and training opportunities to make the most of limited resources, especially in the top five topic areas of Soil management, Weed control, Farm planning, Pasture management, Revegetation and biodiversity.

The highest rated sources of information respondents from Mornington Peninsula area have used in the past include, Internet, Landcare, farmer discussion groups, other farmers, AgVic and Suppliers or contractors. This indicates a high preference for peer to peer learning, however there is still opportunity to collaborate with other organisations to deliver training. The opportunities to collaborate with the Peninsula branch of the VFF have already been highlighted and project already involves AgVic, however there may be additional scope to involve contractors or suppliers for soil and pasture management, weed and pest animal contributions, animal health and management and beekeeping.

### **Timing**

The highest preference for training activity for the Mornington Peninsula area was weekdays half days followed by weekends half days, suggesting that where possible for events or courses, keeping activities in the first or last half of the day may attract more participants, even if courses run for longer over more sessions.

### **Speakers and other topics of interest**

Great speakers and extra topics were listed with a high interest in speakers focussing on holistic management, permaculture organics and biodynamics as well as Aboriginal elders on the culture of the area.

### **Other information and comments**

Other comments included a willingness to help out in getting training programs off the ground, which project staff could follow up and utilise the energy from these enthusiastic people to get more landholders involved.

### 3D. Bass Coast Landcare Network (BCLN)

The survey data in this section has been sorted based on the area of Bass Coast Landcare Network being selected in Q1. In which area are you located?

#### 3d.1 Demographics

##### Area

There were 82 responses from the BCLN area. There are also respondents who selected additional areas, possibly indicating multiple properties or properties that cover network boundary areas.

Q1. In which area are you located?

| Answer Choices                          | Responses |    |
|---|-----------|----|
| Western Port Catchment Landcare Network | 2%        | 2  |
| Bass Coast Landcare Network             | 100%      | 82 |
| South Gippsland Landcare Network        | 4%        | 3  |
| Mornington Peninsula Shire Council      | 0%        | 0  |
|   | Answered  | 82 |
|   | Skipped   | 0  |

##### Property size

The most common property size in BCLN was 0-2ha with 37% of respondents, followed by 40-100ha with 26% of respondents. The other three categories were almost evenly rated.

Q2. What is the size of your property?

| Answer Choices         | Responses |    |
|------------------------|-----------|----|
| 0-2 hectares           | 37%       | 30 |
| 2-20 hectares          | 12%       | 10 |
| 20-40 hectares         | 13%       | 11 |
| 40-100 hectares        | 26%       | 21 |
| 100 hectares and above | 12%       | 10 |
|                        | Answered  | 82 |
|                        | Skipped   | 0  |

##### Enterprise

Beef was the most common enterprise in BCLN at 48%, followed by Lifestyle at 36% then Vegetables at 30%. In addition to the enterprises listed 13 'other' responses were given and are listed below. The raw data shows that 41 respondents listed two or more enterprises managed on their property.

Q3. Which enterprise(s) do you manage on your property? (tick as many that apply to you)

| Answer Choices         | Responses |    |
|------------------------|-----------|----|
| Beef                   | 48%       | 37 |
| Lifestyle              | 36%       | 28 |
| Vegetables             | 30%       | 23 |
| Poultry                | 19%       | 15 |
| Fruit/Nuts             | 19%       | 15 |
| Sheep                  | 13%       | 10 |
| Other livestock        | 9%        | 7  |
| Dairy                  | 8%        | 6  |
| Honey                  | 8%        | 6  |
| Agritourism            | 8%        | 6  |
| Cropping               | 4%        | 3  |
| Agroforestry           | 3%        | 2  |
| Viticulture            | 0%        | 0  |
| Other (please specify) |           | 13 |
|                        | Answered  | 77 |
|                        | Skipped   | 5  |

Other (please specify) \*13 responses

Olives

Horses

Biodiversity & Carbon Sequestration  
flowers

They are not "enterprises", I am just trying to grow my own organic food - fruit & veg in my backyard. My land is rented to the local dairy farmer... i look after the weeds

Carbon farming

Olive Oil and Olive Leaf Extract, Lavender.

I am just trying to grow my own food at home.

Revegetation/hay

Olives

Hobby farm really

looking at agritourism potentially in the future

### 3d.2 Past Landcare training delivered, attended and sources of information

#### Landcare training delivered 2017-2019

The below table of information on past training delivered in the BCLN area has been supplied by project staff.

| <i>Date</i>     | <i>Name</i>  | <i>Presenters</i>   |
|-----------------|--|---|
| February 2017   | Organic Horticultural Demonstration Project Field Day                      | Phillip Island Community Orchard - Adrian James                   |
| February 2017   | Hops into Bass - Bus tour/Field day  | Rob Grey, Loch Brewery  |
| March 2017      | RabbitScan Ventnor Field Day   | RabbitScan  |
| April 2017      | A Day on the Farm at Bimbadeen   | Bimbadeen Farm  |
| May 2017        | The Fungi - An Introduction to a Curious Kingdom                           | Alison Pouliot  |
| May 2017        | Best of the Powlett "From the top to the bottom" a Catchment Tour          | Various speakers and landholders                                  |
| May 2017        | Diversification and Innovation Bus Tour.                                   | Peppermint Ridge, Chris Alenson                                   |
| Aug/Sept 2017   | Grazfert   | Nick Dudley and Fiona Baker                                       |
| September 2017  | Diversification and Innovation Field day                                   | House on the hill olive grove                                     |
| October 2017    | Wildlife, Flora and Drone Monitoring day                                   | Rob Grey, BCLN, Matthew Lee from Uaviation Analytics              |
| November 2017   | Healthy Soils, Healthy Food, Healthy People                                | Nutritionist, Marieke Rodenstein, agronomist, Dr Maarten Stapper. |
| December 2017   | River Garden Launch day  | Various speakers  |
| February 2018   | Diversification and Innovation Field day                                   | Amber Creek Farm  |
| March 2018      | Organic Horticultural Demonstration Project Field Day.                     | Adrian James, Phillip Island Community Orchard.                   |
| March 2018      | Growing Community, Growing Food at the River Garden - Property planning    | Jarrold Ruch  |
| March 2018      | Visit to Yellingbo Brewing and Hop Garden.                                 | Yellingbo Brewing   |
| April 2018      | A Day on the Farm at Bimbadeen.  | Bimbadeen Farm  |
| April 2018      | Growing Community, Growing Food at the River Garden-amendments/microbes    | Jarrold Ruch  |
| April 2018      | Harvest Festival - Pruning + Pest control = Produce!                       | Phillip Island Community Orchard<br>Adrian James, Jarrold Ruch    |
| April 2018      | Climate Change and Agricultural Resilience in Bass Coast.                  | Soil Scientist, Declan McDonald                                   |
| May 2018        | Growing Community, Growing Food at the River Garden - Crop diversification | Jarrold Ruch  |
| May/June 2018   | Master Tree Growers Course   | Various presenters  |
| June 2018       | Healthy Soils, Sustainable Farms - field day - nutrients on dairy farms.   | Glenn Marriott from Ag Challenge Consulting services              |
| Aut/Winter 2018 | Bird monitoring training (4 groups)  | Dallas Wyatt  |
| June 2018       | Growing Community, Growing Food at the River Garden - bushfoods/shelter    | Jamie Simpson, Jarrold Ruch                                       |
| October 2018    | Climate Change Land Capacity and Capability Project Launch.                | RMIT, Federation University, BCLN, SGLN, Bass Coast Shire.        |
| Oct/Nov 2018    | Property Management Planning Course  | David Stewart and Chris Alenson                                   |
| Nov2018/Apr2019 | Bee-Keeping Masterclass  | Rob Fransen, Sweetbee honey                                       |
| January 2019    | South Gippsland Fresh Produce Farm Visit.                                  | Peter McDonnell and Angelika Christensen                          |

|               |   |                                      |
|---------------|---|--------------------------------------|
| February 2019 | Atlas of Living Australia Information Forum & Gorse Taskforce Field day | Peter Brenton of the CSIRO           |
| February 2019 | Agroforestry field day  | Gippsland Agroforestry Network       |
| March 2019    | Strzelecki Heritage Apples Farm Visit.                                  | Mark and Margaret Brammar            |
| March 2019    | Passata Starter Day! River Garden                                       | Peter Baird                          |
| Autumn 2019   | Grazfert Workshops  | AgVic                                |
| April 2019    | Terramirra Park Deer Farm Visit   | Terramirra Park Deer Farm            |
| May 2019      | Regenerative Farming Workshop   | Charles Massey                       |
| May 2019      | Bimbadeen Soil Carbon Demonstration                                     | Bob Davie, Drift Media.              |
| May/June 2019 | Master Tree Growers Course  | Various presenters                   |
| June 2019     | Wattlebank Park Farm Visit  | Nadine and Clive Verboon             |
| July 2019     | Setting up social media for success                                     | Mac & Ernie                          |
| July/Aug 2019 | Managing your webpage using Weebly                                      | Lisa Wangman, BCLN                   |
| Jul/Sept 2019 | Grant writing for Landcare groups                                       | Our Community                        |
| Jul/Sept 2019 | First Aid   | Australia Pacific Training Solutions |
| Jul/Sept 2019 | Monitoring techniques workshops   | Various presenters                   |

In addition, BCLN currently runs three Farm discussion groups;

#### **Kongwak-Ellipak Discussion Group**

Group meetings provide the opportunity for members to learn from each other, different expert guest speakers chosen by the group are invited to each meeting. Members build on and share previous knowledge relevant to local issues. Meets 4-6 times per year on each other's properties.

#### **Phillip Island Better Beef Discussion Group**

This group meets 4-6 times per year and is led by agronomist John Gallienne. Meetings provide the opportunity for members to share information and learn from each other with expert guidance.

#### **Innovation/Diversification discussion group**

Meet bimonthly visiting members and other farms of interest with a focus on diversification of enterprises.

#### **Training attended in past two years**

Question four of the survey asked BCLN respondents about their participation in any training related activities including field days and workshops in the past two years. 68 respondents answered, 14 skipped, of the 68, 32 said no and four of those no responses had additional details;

- No, although I would like to. Unfortunately, I work every 2nd weekend and the timing has been wrong.
- New farmers establishing our farm. Still in the set-up phase. Ensuring fences, dams, sheds & paddocks are safe, secure and productive at present.
- Not been available but am interested.
- Not in the last two years but many over the last 10yrs when I first bought my small farm.

The table below shows individual responses with details and indicates that over 75% of these responders have participated in more than one training activity over the past two years.

*Q4. Have you participated in any training related activities including field days and workshops in the past two years, if so what were they?*

|  |
|--|
| I, workshop/harvest at River garden Bass.  |
| 2 x Hops tours, farm planning field day on free range pigs   |
| Agroforestry field day, Field day on re-vegetation site(s)   |
| Attended many of the open days held by the local land care members e.g.: The House on The Hill Olive Grove, Macca Farm, drone info & camera trapping,                                    |
| Bass River Garden- Growing Community, Growing Food hands on learning days; Healthy Soils Sustainable Farms 15/5/18; Spa Country Landcare Tour May 2018; Phillip Island Community Orchard |

field day 17/3/18; Healthy Soils Nutritional Food Healthy People 17/11/17

Been to an open day at the vegetable garden in Bass

Biolinks workshop, Bruce Pascoe, Multi-storey farming, Diversification and Innovation tour - Bush food, Chris's veg garden, Snakes info, Powlett Catchment Tour, Farm Visit Olive Grove, Wildlife monitoring, drones Farm Walk, Peter McDonnell's and Rowan Reid talk, River Garden, Farm Visit Amber Creek, Kongwak Pioneer Reserve visit, Healthy People - Anita's presentation

Bush foods, composting, timber., pig farming, community gardens

Climate resilience, Carbon farming, Healthy soils. Olsen soil key.

Farm group ACUP chemical course

Farm World

Fertilizer Management, Shade and Shelter, Forestry Trees, Producing and raising pigs

Field days

Field days, Sth Gippsland Prime Lamb Group

Grazfert, Longways Ellipak BeefCheque

Healthy soils project, Climate resilience project

I have planted 900 trees around our dams and shelter belts

Local indigenous seed collection (Bass volunteer nursery group), Bus tour of revegetation projects on farms and reserves (Paul Spiers), French Island farm tour. The best field days/courses I have ever attended were the series of on farm - Soil management & use of natural fertilizer amendments being used or trialled on 6 Gippsland farms (beef/dairy). They included pits to evaluate soil structure & pastures growth and were run through winter several years ago by WGCMA. Excellent & informative as they invited several experts in their fields, to speak at each field day.

Multi-story farming in Buln Buln. Agroforestry field day in Strezlecki.

Olives at Anderson, Tree plantings

Planting

River Garden permaculture series, olive on the hill visit, mushroom visit, hops visit, garlic farm visit

Soil management, Planting and composting to enrich and shade paddocks, Diverse grasses and rotation for healthy stock

Sustainable farming. Soil health. Aerators.

understanding soil, permaculture (including indigenous flora), growing hops, river garden bed building,

We have just moved to the area and are keen to become involved and participate in training activities. We are interested in planting trees around dams, removing willows from creeks, repairing washouts, creating suitable crossings to better manage the property, blackberry and thistle eradication and conservation in general.

yes- Agroforestry, Grazfert, River garden workshops, Plantings

Yes, many of the Western Port Catchment field days and a Bass Coast Landcare and Grow Lightly Korumburra Workshop.

Yes, the one on soil quality near Kernot in mid-2018

Yes, tree planting day at Bass in May 2018

Yes, Farm tours, GrazFert

Yes, attended Landcare workshops at Bass re vegetable gardening, native tucker. Others at Community Orchard and PICAL re permaculture - Jarrod's talks, Adrian James course.

yes, soil conservation

Yes. All on carbon, climate change. Melbourne x 4 Buffalo x 1

Yes. Anything to do with bushland/ indigenous plants id/ weed id and management methods

Yes. I have gone to tree plantings. Also, to a day at Bass where they had Jarrod as guest speaker and showed us around the gardens, also another training day with guest speaker about native tucker.

Sources of information or training in the past  
Question seven of the survey asked BCLN respondents where they have found information on training topics in the past. Eight Survey responders skipped this question and 74 sourced information from a number of the options listed and others including; Melbourne Water, Local experts, Community Orchard PICAL, family, Books, University of Melbourne, my partner, Workshops at CERES, Melb Sustainable Living Festival, friends, Weekly Times monthly Farm Magazine, Growing fruit trees, library books, Trust for Nature, Alternative Technology Association and Birds Australia. Landcare was the top choice at 72%, not surprising considering it's a Landcare survey, followed by 68% on the internet and 45% from other farmers. Expo's and Field days, Newspapers and magazines and Television programs were all at 41%. These results show that peer to peer learning is highly valued by respondents. All respondents listed multiple sources.

*Q7. Where have you sourced training or information on the above topics from in the past?*

| Answer Choices                         | Responses |    |
|--|-----------|----|
| Landcare                               | 72%       | 53 |
| Internet                               | 68%       | 50 |
| Other farmers                          | 45%       | 33 |
| Expo's and Field days                  | 41%       | 30 |
| Newspapers and magazines               | 41%       | 30 |
| Television programs e.g. Landline      | 41%       | 30 |
| Government Departments or Agencies     | 26%       | 19 |
| Supplier or contractor                 | 23%       | 17 |
| Agriculture Victoria Services (AgVic)  | 22%       | 16 |
| Meat and Livestock Australia (MLA)     | 22%       | 16 |
| Local Government                       | 19%       | 14 |
| Farmer Discussion groups               | 19%       | 14 |
| Consultant                             | 16%       | 12 |
| Victorian Farmers Federation (VFF)     | 12%       | 9  |
| Registered training provider e.g. Tafe | 9%        | 7  |
| Industry bodies                        | 8%        | 6  |
| Other (please specify)                 |           | 13 |
|  | Answered  | 74 |
|  | Skipped   | 8  |

### 3d.3 Future training Needs

#### Timing

Three BCLN survey respondents skipped and 79 completed a response with their preference for timing of future training. It should be noted that there was an error with the survey options given, with Weekends full day listed twice and Weekdays full day omitted. The most popular option was Weekends half day at 63%. Second most popular option was weekends full day at 38%. Nearly all respondents chose multiple options and other responses included; Half day - Weekdays, I work Tuesdays & Thursdays, so haven't attended any workshops that fall on these days, Need to be brief to fit in between milking, Week days, Weekdays - full day (you've got weekends full day twice in the list!), retired so any suit, Weekdays half or full is preferable.

*Q5. If you were to attend training days or workshop events in the future which would be your preference of timing or days? (tick as many as you like)*

| Answer Choices         | Responses |    |
|------------------------|-----------|----|
| Weekends - half day    | 63%       | 50 |
| Weekends - full day    | 38%       | 30 |
| Weekdays - half day    | 53%       | 42 |
| Weekends - full day    | 20%       | 16 |
| Evenings               | 19%       | 15 |
| Other (please specify) |           | 7  |
|                        | Answered  | 79 |
|                        | Skipped   | 3  |

#### Topics for future training and methods of delivery

BCLN Survey respondents were provided a topic list, and asked to choose those they are interested in, and the ways they would like to learn about them. Methods include; handouts and digital information, field days, training or farm discussion groups. 76 responses were received, and six skipped. A total of 19 respondents chose other, those detailed responses are listed individually and grouped thematically below.

The most popular topics for BCLN were Weed control, followed closely by Soil management then Revegetation and Biodiversity. Next were Farm planning, pasture management and carbon farming. In the following table topics have been sorted in order of interest by total respondents.



Q6. We'd like to know what topics you are interested in learning about. Please choose the topics you are interested in and the methods you would like to learn about them (choose as many as you like):

| Topic                                   | Total respondent numbers |    | Handouts and Digital info |    | Field day |    | Training course |    | Farmer discussion group |    |
|---|--------------------------|----|---------------------------|----|-----------|----|-----------------|----|-------------------------|----|
| Weed control                            | 72%                      | 55 | 49%                       | 27 | 47%       | 26 | 53%             | 29 | 38%                     | 21 |
| Soil management                         | 64%                      | 49 | 47%                       | 23 | 59%       | 29 | 53%             | 26 | 35%                     | 17 |
| Revegetation and biodiversity           | 64%                      | 49 | 59%                       | 29 | 61%       | 30 | 51%             | 25 | 27%                     | 13 |
| Farm planning                           | 54%                      | 41 | 41%                       | 17 | 51%       | 21 | 44%             | 18 | 34%                     | 14 |
| Pasture management                      | 54%                      | 41 | 34%                       | 14 | 56%       | 23 | 46%             | 19 | 37%                     | 15 |
| Carbon farming                          | 54%                      | 41 | 68%                       | 28 | 49%       | 20 | 49%             | 20 | 29%                     | 12 |
| Pest animal control                     | 53%                      | 40 | 57%                       | 23 | 45%       | 18 | 37%             | 15 | 30%                     | 12 |
| Water planning and management           | 51%                      | 39 | 54%                       | 21 | 59%       | 23 | 51%             | 20 | 38%                     | 15 |
| Farm energy and renewables              | 49%                      | 37 | 54%                       | 20 | 62%       | 23 | 54%             | 20 | 30%                     | 11 |
| Climate resilience                      | 49%                      | 37 | 59%                       | 22 | 54%       | 20 | 54%             | 20 | 32%                     | 12 |
| Electronic farm mapping                 | 46%                      | 35 | 51%                       | 18 | 34%       | 12 | 49%             | 17 | 17%                     | 6  |
| Innovation & diversification            | 45%                      | 34 | 59%                       | 20 | 65%       | 22 | 50%             | 17 | 35%                     | 12 |
| Fencing                                 | 43%                      | 33 | 61%                       | 20 | 52%       | 17 | 61%             | 20 | 30%                     | 10 |
| Erosion management                      | 42%                      | 32 | 69%                       | 22 | 66%       | 21 | 50%             | 16 | 31%                     | 10 |
| Beekeeping                              | 42%                      | 32 | 56%                       | 18 | 69%       | 22 | 75%             | 24 | 31%                     | 10 |
| Farm Chemical users course              | 41%                      | 31 | 52%                       | 16 | 45%       | 14 | 61%             | 19 | 29%                     | 9  |
| Small farm management                   | 41%                      | 31 | 52%                       | 16 | 71%       | 22 | 77%             | 24 | 39%                     | 12 |
| Horticulture                            | 39%                      | 30 | 6%                        | 19 | 70%       | 21 | 60%             | 18 | 20%                     | 6  |
| Organic management and certification    | 39%                      | 30 | 67%                       | 20 | 63%       | 19 | 57%             | 17 | 33%                     | 10 |
| Master Tree Grower Program              | 38%                      | 29 | 62%                       | 18 | 69%       | 20 | 76%             | 22 | 28%                     | 8  |
| Marketing and value adding              | 38%                      | 29 | 62%                       | 18 | 48%       | 14 | 62%             | 18 | 34%                     | 10 |
| Farm Biosecurity                        | 37%                      | 28 | 61%                       | 17 | 36%       | 10 | 57%             | 16 | 36%                     | 10 |
| Health and wellbeing                    | 37%                      | 28 | 61%                       | 17 | 54%       | 15 | 50%             | 14 | 29%                     | 8  |
| OHS, Risk Mgt & Farm safety             | 34%                      | 26 | 73%                       | 19 | 31%       | 8  | 46%             | 12 | 27%                     | 7  |
| Animal health & management              | 34%                      | 26 | 65%                       | 17 | 42%       | 11 | 65%             | 17 | 38%                     | 10 |
| Farm business mgt & Succession planning | 30%                      | 23 | 39%                       | 9  | 26%       | 6  | 74%             | 17 | 17%                     | 4  |
| Grazfert nutrient management program    | 29%                      | 22 | 59%                       | 13 | 36%       | 8  | 59%             | 13 | 14%                     | 3  |
| Managing Salinity                       | 20%                      | 15 | 60%                       | 9  | 27%       | 4  | 47%             | 7  | 13%                     | 2  |
| Effluent management                     | 17%                      | 13 | 92%                       | 12 | 31%       | 4  | 15%             | 2  | 15%                     | 2  |
| FertSmart nutrient management (dairy)   | 9%                       | 7  | 86%                       | 6  | 29%       | 2  | 43%             | 3  | 0%                      | 0  |
| Answered                                | 76                       |    |                           |    |           |    |                 |    |                         |    |
| Skipped                                 | 6                        |    |                           |    |           |    |                 |    |                         |    |



The following are detailed responses from 19 respondents who chose 'other' topics, listed individually and grouped thematically.

*Other (please specify topic and how you'd like to learn about it) \*19 responses*

We are in a very steep part of the catchment, and have very bad erosion, including tunnel erosion. Would be great to better understand how we need to adjust our management and farm planning for the hills.

establishing creek crossings

Values and importance of carbon sequestration and increasing biodiversity resilience and extent particularly in the Strzelecki Ranges which are a known/recognised high CO2 take-up area.

Keeping farm organic, companion planting, nature as possible.

Permaculture, Aquaculture, Composting, Food gardens for all seasons

permaculture design and planning, using waterways as biological filtering systems via plantings and other methods, handy/clever ideas for permaculture gardens, good vegetable management/rotation, fruit tree pruning, indigenous plant/fruit management, long term planning/managing of timber trees, creating products from farm produce (wax, honey, vegetable, fruit), building earth/mud huts/small buildings (earth houses), building proper boxes for possums/birds etc.

Permaculture. Small scale urban self-sufficiency and food growing on a house block.

Biodiversity surveying and identification of fauna (microbats, birds, invertebrates) & flora species (fungi, lichens, mosses), camera photo trapping. All Handouts and Digital information Field day Training course

Pest control for fruit & vegetables

Foraging and edible plants

Diversification of land use

Identifying market demands. Choosing crops. Starting up, buying land and building a farm enterprise from scratch

new technology - digital updates

Funding for cooperative support to provide specialist machinery for use between small holders, value adding and artisan food production packaging and marketing.

Fit to Load

Rural and farm crime prevention

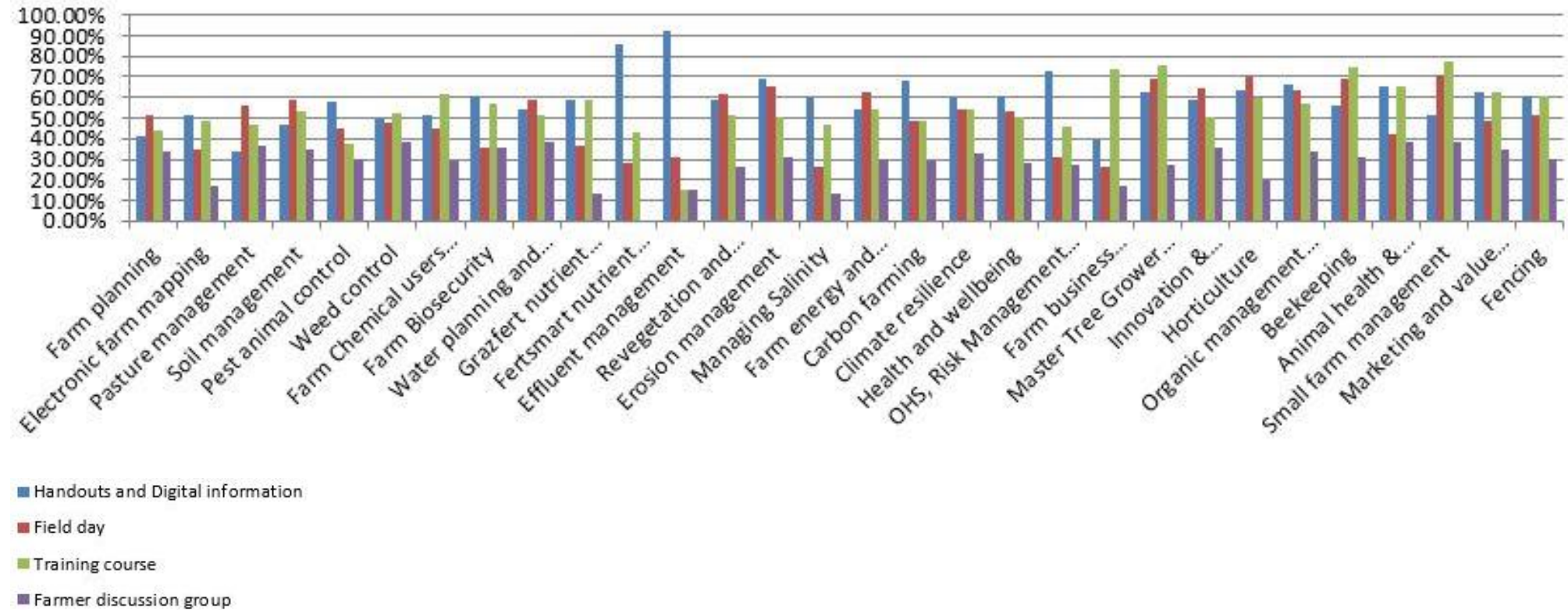
Grant writing and assistance in applying for grants

How about a general - here are a bunch of helpful, useful, easy, tricks and ideas - to improve things around the property

Free digital course like the ones available from [open2study.com.au](http://open2study.com.au) would be excellent to work your way through.

Love the farm visits

Q6. We'd like to know what topics you are interested in learning about. Please choose the topics you are interested in and the methods you would like to learn about them (choose as many as you like):



### Methods of delivery for future training

In terms of methods of delivery preferences, some options may have higher percentages but be low in respondent numbers. It is therefore useful to look at the respondent numbers first (e.g for how many people you would need to fill a field day, course or discussion group) and then the percentages to ascertain the most popular preferences for delivery of each topic.

**Field days** The Revegetation and biodiversity topic rated highly and had high respondent numbers, while other topics including farm energy and renewables, innovation and diversification, erosion management, beekeeping, small farm management, horticulture, organic management and certification, and Master Tree Growers rated highly as a delivery preference but had lower respondent numbers.

**Training course** Topics that rated highest in the training course category as a delivery method preference were not the most popular topics overall in terms of respondent numbers. These included; small farm management, Master tree grower program, beekeeping, farm business management and succession planning, animal health and management, marketing and value adding, Farm chemical users course, fencing and horticulture.

**Farmer discussion group** delivery method responses were the lowest ranging at 13-38% for each topic. The most popular topics for this delivery method with high respondent numbers were, weed control, pasture management and water planning and management. Although respondent numbers were lower for innovation and diversification, small farm management, farm biosecurity, animal health and management these topics were popular for farmer discussion groups being the preferred method of delivery. These topics are all part of current farmer discussion groups in BCLN.

**Handout or digital** delivery methods were popular and chosen by 34-92% of respondents for each topic although some topics had low respondent numbers. Responses of over 60% with higher respondent numbers were seen in the following topics; Carbon farming, Erosion management, Horticulture, Organic management and certification, Master Tree Grower Program, Marketing and value adding and Fencing,

### Speakers or presenters of interest

Survey respondents were asked via an open-ended question about any speakers or presenters of interest that they would like to hear from. In the BCLN area 34 people responded, 48 skipped and of those that responded, six were no or not sure. As some responders listed multiple speakers, this information has been split up and reformed into loosely themed topic groups with notes next to any speakers mentioned by multiple respondents. Some responses were also topics rather than speakers or presenters.

*Q8. Are there any speakers, presenters, experts or trainers that you are interested in seeing do a presentation, workshop or training day?*

#### **Permaculture, organics,**

- David Holmgren on reading the landscape.
- Jarrod Ruch (\*mentioned by five responders) comments included: Jarrod Ruch - Permaculture course. No one in particular - but all previous events have been very valuable. Jarrod was very good though for River Garden series.
- Adrian James.
- Organic certification
- Expert Eco Ag consultants - i.e. those who don't encourage use of chemical inputs & who work with nature not against it.

#### **Trees, weeds, crops, animals, biodiversity**

- Rowan Reid (\*mentioned by two responders) and Andrew Stewart on farm grown timber.
- One of the nursery owners to discuss suitable species for diverse areas and how best to nurture.
- Mushroom Growing
- would like another mushroom ID course
- edible weeds or weed management info
- I am also interested in weed control and alternatives to roundup

- It's difficult to find information about choosing crops based on market demand, and growing crops that are new to our region (such as bush tucker plants, etc)
- Lindy Lumsden (microbats)
- Dallas Wyatt (avian species)

**Ag consultants, agronomists, industry or government bodies**

- Bio security from DELWP
- John Bowman
- John Mulvany on succession planning
- Landcare and Government speakers to assist in the application of assistance to rid farms of Gorse problems.
- Rod Manning Stocksense
- Specialist in Olive Laboratory Services.

**Local farmers**

- Mike Cleeland
- Davie family (Bimbadeen)

**Other**

- Darren Doherty on water harvesting and management.
- workshops on adapting land management to climate change and its looming impacts -business as usual is not an option. Land management, soil loss, less water weed invasion roadside weed, weeds on public land.
- Guest speakers on renewable energy on farms
- All workshops I have attended have been informative and professional. As I have horses too something to do with managing horses and other animals would be useful for me.
- Grant writing workshop
- I'd love to see a weekend workshop on building a small earth bag hut (bathhouse perhaps) or the like- I don't have a specific presenter in mind.
- It is good to hear from industry leaders in innovation and people successful in their chosen field who can share their vision and or story of how they became successful.
- The guy who did the tree planting day was great. Josh?
- I will do some research and e-mail you

**Other information and comments from survey responders**

The final open-ended question in the survey asked for any other information and comments respondents may like to offer. In the BCLN area 28 people responded, 54 skipped and of those that responded, two were no. This information has been split up and reformed into loosely themed topic groups. Some responses were also topics of interest.

*Q9. Thanks very much for sharing your ideas. This will help us offer training that is relevant for members and our communities. Are there any other comments you would like to add to help us assess your training needs?*

**General praise**

- great list of potential activities.
- I have enjoyed the landcare trainings when they are quite specific and half day- that way I can get a quick dose of something I'm really interested in.
- I joined Landcare thinking there was an 'Urban Landcare' branch, but have enjoyed attending anyway, planting trees and learning horticulture to apply in my own small garden.
- I thought there was such a thing as "Urban Landcare" but haven't been able to find it, but Landcare has been very inclusive, so thanks for that :)
- Keep doing great education and knowledge-sharing
- Keep them happening please, we need departments and passionate people making these days happen. And thank you for the survey too and asking us
- Keep up the good work - we're impressed!
- So far, Dave Bateman already provided excellent assistance. Thank you

### **Suggestions for conduct and content of training days**

- Field days are difficult to get to, especially full days
- Normally don't have time to get to field days
- I ticked every box, I don't think that was particularly helpful, sorry. My business limits my availability, I don't really mind what format the training comes in.
- It is always great to visit other properties to see how our fellow landowners are doing things.
- simple basic tricks & tips, as above
- The trainer/speaker/facilitator should have a structure that starts with the objective/purpose of the training and then stick to the agenda. Interactions with participants needs to be managed. They can sometimes take the discussion far off course and waste a lot of time

### **Topics**

- Climate change and how it will determine what trees we plant
- Someone on small property management and horticulture
- Would like to see more training courses on Gorse eradication. Poisons to use and Government assistance in plain English that is easier for me and others to understand. New innovations and advanced ways to rid farms of Gorse. i.e. Ecoblade system and its availability to farmers and what Government assistance may be available. Easier ways to apply for these grants that are more user friendly and understandable. We are trying to eradicate gorse from our farm, but assistance is required due to the high costs of purchasing chemicals etc.

### **New landholders**

- New to the area we are keen to contribute and be good neighbours.
- Newbies trying to establish a self-sustaining organic, carbon neutral farm.
- We are new landholders in the area and are keen to better understand the nuances of the region.

### **General comments**

- Make all less bureaucratic and transparent.
- More cameras available for loan from Landcare Network to assist with flora surveys.
- Greater emphasis on the value of increasing biolinks, biodiversity and addressing climate change and its impact which is with us right now
- Having an organic approach to everything would be preferred
- I am very keen to do something with bees.
- We'd like to transition from running beef cows (no more than 2-4 ever) to producing less resource intense food

### **Contact details**

The last question of the survey collected email addresses to render respondents eligible to win the prize of a \$200 voucher to the farm supplies store of their choice. These can be used by project staff when training related events are being organised to ensure those interested are kept informed of upcoming opportunities.

## **3d.4 Recommendations - Bass Coast Landcare Network**

This section aims to give recommendations to guide training activity and delivery of information in BCLN.

### **Demographics**

The most common property size for BCLN respondents of 37% or 30 people was 0-2ha. The second most represented was 40-100ha at 26% or 21 people and other property sizes were evenly represented. Urban Landcare groups in this area may have contributed to these figures. Consideration could be given to a series of events or training run specifically for household to smaller landholders, in addition to catering for properties of all sizes or larger sizes. Some comments from respondents also support this view.

Even though beef as an enterprise was chosen by 48% of respondents, lifestyle at 36% and vegetables at 30% shows a change in demographics for these respondents from BCLN's traditional beef, sheep and dairy enterprises.

#### **Opportunities - Handouts or digital**

Further promotion via social media, website and newsletters of existing information on the most popular topics for Handouts or digital information will assist respondents who may not be aware that information exists.

Opportunities also lie in updating an older poster series, produced in the 2000's across the networks to fill gaps in existing information and to update older, out of date information. There is a need to update or compile current information available on topics listed here including; Carbon farming, Climate resilience, Water planning, Farm energy and renewables and horticulture.

#### **Opportunities - Field days**

Some of the preferences for field days in BCLN are traditionally longer training course topics, however there may be the capacity to run 'taster' or 'Introduction to' type field days that showcase the topic and lead into training courses if participants would like to pursue the topic further. The top five topics for field day preference still represent traditional Landcare field day topics, however, with lifestyle at 36% and vegetables at 30% listed for enterprises of BCLN respondents, and over 20 responders interested in each of the top 15 field day topics, the data suggests that there is an opportunity to try a broader range of event topics that would be well attended. Some of the less traditional Landcare topics, including, Farm energy and renewables, beekeeping, Horticulture, carbon farming, and climate resilience could be run in conjunction with other networks who have also shown similar interests and also in collaboration with other organisations who are working in the same space.

#### **Opportunities - Training courses**

Of the top preferences listed for Training courses in BCLN, there are some topics which are not traditionally run by training courses but could be packaged up creatively to offer a course including Weed control, revegetation and biodiversity (BCLN has ran a Revegetation course in past years that could be updated and tweaked as needed for use between networks). Other potential themed topic combinations for new courses could include, Carbon Farming, Climate resilience, water planning and management and Farm energy and renewables. Considering the data shows Horticulture being of interest to many respondents, and interest in permaculture and organics noted repeatedly by respondents, a Permaculture design course would also be well subscribed in BCLN.

#### **Opportunities - Farmer discussion groups**

Considering the enterprise mix in the region, current Farm discussion groups cater well for those enterprises listed and seem to cover the list of topics mentioned in the top 15 for Farmer discussion group's preference. In addition, the Innovation/Diversification group could focus some of their next days on carbon farming, climate resilience and Farm energy and renewables to match the interest shown by respondents in covering these in farmer discussion group formats. Other diversification options listed by respondents included, mushrooms and organics.

#### **Opportunities for collaboration**

The highest rated sources of information that respondents from BCLN have used in the past include, Landcare, Internet, other farmers, expos and field days, Newspapers/magazines and others including, AgVic Government departments and Suppliers or contractors. These provide opportunities for partnerships and working together to deliver events and training opportunities to make the most of limited resources. A high preference for peer to peer learning is indicated, however there is still opportunity to collaborate with other organisations to deliver training. The project already involves AgVic, however there may be additional scope to involve contractors or suppliers for weed control, soil and pasture management, Carbon farming, farm energy and renewables, climate resilience, beekeeping and horticulture.

#### **Timing**

The highest preference for training activity for BCLN was weekends half days at 63% then weekdays half days at 53%, suggesting that where possible for events or courses, keeping activities in the first or last half of the day may attract more participants, even if courses ran for longer with more sessions.

### Speakers and other topics of interest

Lots of great speakers and extra topics were listed including Jarrod Ruch (listed by five respondents), Rowan Reid (listed by two respondents) and other consultants, agronomists and local farmers. A strong interest was shown in speakers focussing on permaculture and organics, different crops, other variations on topics listed were mentioned, biodiversity and local animals. One respondent mentioned, 'How about a general - here are a bunch of helpful, useful, easy, tricks and ideas - to improve things around the property.'

### Other information and comments

In the BCLN area there were general praise comments, two people mentioned they joined for Urban Landcare but haven't been able to find it nonetheless enjoyed it anyway, some haven't time to get to field days and others mentioned it's great to visit other properties to see how fellow landholders are doing things. One participant mentioned, 'The trainer/speaker/facilitator should have a structure that starts with the objective/purpose of the training and then stick to the agenda. Interactions with participants need to be managed. They can sometimes take the discussion far off course and waste a lot of time.' One way to manage this could be to have a butcher paper sheet with 'Parking lot' marked on it to note items off topic to discuss at the end if time. Three other respondents mentioned being new landholders so consideration also needs to be made to offer experiences to entry level landholders.

## 4. RECOMMENDATIONS ALL REGIONS

### 4.1 Suggestions for utilising data

The data from this survey could be used in several ways. The following gives recommendations of use which are by no means exhaustive. Combinations of raw data sorting can be done in excel to suit any number of scenarios. This data will be supplied to project staff in excel in raw data format to enable sorting as required.

| <b>Survey question</b>  | <b>Some suggested data uses</b>   | <b>Sample scenario</b>  |
|---|---|---|
| <b>1. Area</b>  | <ul style="list-style-type: none"> <li>Target by area for each network</li> <li>Target for multiple network areas</li> <li>Target overall</li> </ul>  | 'I want to organise a Grazfert training course that will be available over multiple network areas.' - Sort via areas, then Grazfert to see how much interest there is.                            |
| <b>2. Property size</b>   | <ul style="list-style-type: none"> <li>Find correlations between property size and choice of topic</li> <li>Find correlations between property size and enterprise</li> </ul>                                       | 'I want to see how much interest there is for a Horticulture course and if this is better targeted to small or larger properties.' - sort via Horticulture, then via property size.               |
| <b>3. Enterprise</b>  | <ul style="list-style-type: none"> <li>Target by enterprise</li> <li>Target by enterprise then topic</li> <li>Target by enterprise then timing</li> <li>Target by enterprise for past training</li> </ul>           | 'When would be the best time to hold a field day for topic X for Dairy farmers to get more participants?' - Sort by enterprise then timing then topic then timing.                                |
| <b>4. Past training</b>   | <ul style="list-style-type: none"> <li>Find what respondents have attended by property size</li> <li>Find what respondents have attended by property enterprise</li> </ul>  | 'I wonder how long its been since there was an X course held in X area and if it might be time to revisit that again?' - Search by past training then area then look at topic respondent numbers. |
| <b>5. Timing</b>  | <ul style="list-style-type: none"> <li>Target timing for topics</li> <li>Target timing for enterprise</li> <li>Target timing for maximum numbers</li> </ul>   | 'I need to hold a field day on X I wonder when the best time would be to hold it to get maximum interest?' - search by topic then by timing.  |
| <b>6. Topics/methods of delivery (*see region recommendations for more information)</b> | <ul style="list-style-type: none"> <li>Target topics for areas</li> <li>Target preferred methods of delivery for topics</li> <li>Target topics then timing</li> <li>Target topics then enterprise</li> </ul>        | 'I have a limited budget for training courses but more for field days, which topics would I be better off focusing on for my area?' - search by topic then preferred method of delivery.          |
| <b>7. Past information sources</b>  | <ul style="list-style-type: none"> <li>Target other organisations to partner with on delivery</li> <li>Find trusted sources for areas</li> <li>Find trusted sources for presenters</li> </ul>                       | 'Who could I approach to help with X training activity that my landholders know and trust?' - search by area then past information sources.   |
| <b>8. Presenters</b>  | <ul style="list-style-type: none"> <li>Find new ideas for presenters</li> <li>Find presenters of interest to different enterprises</li> <li>Find presenters of interest to different areas or all areas.</li> </ul> | The recent Charles Massey Tour of presentations could be done again with different speakers of interest to those in all or specific regions.  |
| <b>9. Other ideas</b>   | <ul style="list-style-type: none"> <li>Find information relevant to areas</li> <li>Find information relevant to enterprises.</li> </ul>   | 'I need some new ways to present information on X topic.' - search other ideas and/or then topic.   |
| <b>10. Emails</b>   | <ul style="list-style-type: none"> <li>Target specific landholders</li> <li>Target specific enterprises</li> <li>Target specific communications</li> </ul>  | 'We are running a Master Tree Growers Course and want to send information to those interested.' - search via topic then emails.   |



## 4.2 Strategic approach to training

### Catering for Levels of experience

Training activity over the course of a year or a specific program should ideally be offered at a number of different expertise levels from beginner to advanced. Not all landholders will be at the same expertise level for all topic areas, some may excel in one area and be lacking in others. Although the following levels are broad, catering for this different range of expertise will satisfy a wider range of landholders who can then pick and choose training that meets their needs at that time, for that topic.

- Entry Level - New landholders, those new to a subject,
- Mid-Level - Practicing landholders, those with a basic level of knowledge on a subject,
- Expert Level - Those with extensive experience, knowledge at a higher level on a subject.

It is also beneficial for people at different knowledge levels to be exposed to each other to share knowledge and information to extend on the Peer to peer learning approach.

### Using Resources wisely

If resources currently exist e.g. Handouts or digital information, case studies, fact sheets, course outlines or session plans, these can be shared amongst networks to reduce the need to produce new materials. Perhaps promotion of existing materials via social media, web or newsletters will be all that is needed in some cases, to raise awareness so they can be accessed and used by a wider range of landholders. Where new materials not specific to a region are needed in more than one area, collaboration across networks may be more cost effective. A great example of this was the Poster series produced in the 2000's on Weeds, Salinity, Water management, Revegetation etc. where each network's logo was put on and available for all to use at field days or events.

Other training providers, organisations or individuals may offer some of the topics of interest and these will vary area to area. It will be necessary to take these into consideration and use these as resources to provide training where necessary. There may also be opportunities to produce new training or resources in collaboration. Project staff can also be used as resources for training activity with a vast pool of knowledge and abilities in relation to the topics and expertise as well as qualifications in adult training within the staff team.

Speakers can also be a resource that could be used strategically across network areas where the same speaker is sought after in each area, for e.g. the recent series of talks by Charles Massey were coordinated throughout the region, successfully attracting over 80 people to each session.

Time as a resource is also important where events for particular topics such as Revegetation and biodiversity (e.g. a course or field day on Managing a project) where this should coincide with or complement project cycles of on ground works as much as possible.

### Region wide training calendars

Training calendars are a valuable tool to highlight activity available across regions and provide exposure to a project or program of activity. A central training calendar could be housed on a project website or social media platform and utilised by staff to list events, courses or releases of new information from each area. This helps to avoid duplication in nearby areas, allow others to plan around events scheduled and see further efficiencies for working together.

### Updating survey details

To maintain currency, relevancy and to allow any new or emerging technology, topics or techniques to be incorporated into future training activity it is recommended to repeat the survey every 2-3 years.

### Learning from past experience and research

The content of all new training workshops can also be developed based on research which examines the adoption of new practices by rural landholders (Pannell et al. 2006). This covers a range of issues including the sequence people go through when adopting new practices and the social, cultural and personal factors that influence people's decision making. It also examines how the relative advantage and 'trialability' of a practice affects its adoption and how this relates to extension work.

A number of other resources and past projects have informed this survey, training approaches in general and the approach for compiling this report. In the references and appendices, you will find reference to these to provide further insight for project staff to plan, coordinate and roll out training activity across the region.

## 5 REFERENCES

- Bartlett (2012) Westernport Targeted Land Stewardship Project Monitoring and Evaluation 2011/12
- Colliver and Wright (2011) Reaching the hard to reach. Research by the Western Port Land Stewardship Project into how to better influence landholders to adopt land management practices that reduce sediment and nutrient run-off.
- Colliver and Wright (2013) Review of the Westernport Targeted Land Stewardship Project
- D.J. Pannell, G.R. Marshall, N. Barr, A. Curtis, F. Vanclay and R. Wilkinson (2006) Understanding and promoting adoption of conservation practices by rural landholders, *Australian Journal of Experimental Agriculture* **46**, 1407-1424.
- Stewart, David (2014) Hard to Reach Survey Final Report May 2014
- Wangman, Lisa, 'Landcare Training Needs Survey' Survey Monkey 28/11/2018
- Wright and Mackay (2010) Review of education opportunities for farmers across the Bass Coast Region
- Wright (2011) Targeted Land Stewardship Project Evaluation Report
- Wright and Wangman (2014) Training needs analysis for the Bass Coast Landcare Network

## 6 APPENDICIES

### Appendix 1. Landholder training needs survey - Survey monkey 28/11/2018

#### Survey questions

Question 1. In which area are you located?

Question 2. What is the size of your property?

Question 3. Which enterprise(s) do you manage on your property? (tick as many that apply to you)

Question 4. Have you participated in any training related activities including field days and workshops in the past two years, if so what were they?

Question 5. If you were to attend training days or workshop events in the future which would be your preference of timing or days? (tick as many as you like)

Question 6. We'd like to know what topics you are interested in learning about. Please choose the topics you are interested in and the ways you would like to learn about them (choose as many as you like):

Question 7. Where have you sourced training or information on the above topics from in the past?

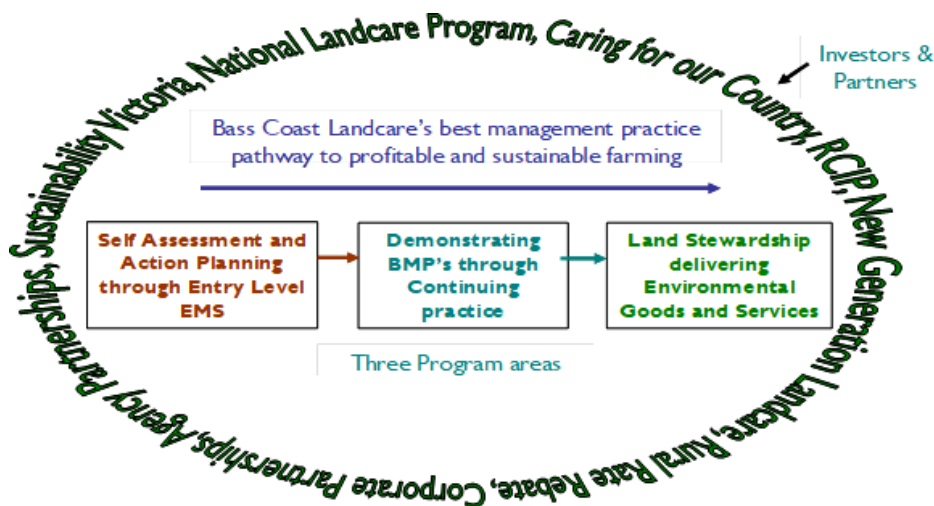
Question 8. Are there any speakers, presenters, experts or trainers that you are interested in seeing do a presentation, workshop or training day?

Question 9. Are there any speakers, presenters, experts or trainers that you are interested in seeing do a presentation, workshop or training day?

Question 10. You can choose to remain anonymous or please add in your email address below to be in the running for a \$200 voucher to the farm supplies store of your choice. Thank you for your participation!

## Appendix 2. Lessons learned from the Land Stewardship Project

The Land Stewardship project was a flagship project for BCLN, starting with a trial in 2007, which was then followed by successful implementation and expansion of the project to neighbouring Landcare networks, Westernport and South Gippsland, in 2009. The project finished in 2013. A significant component of the Land Stewardship Program focussed on the training needs of landholders and the support required to aid in their progression along the best practice pathway illustrated below.

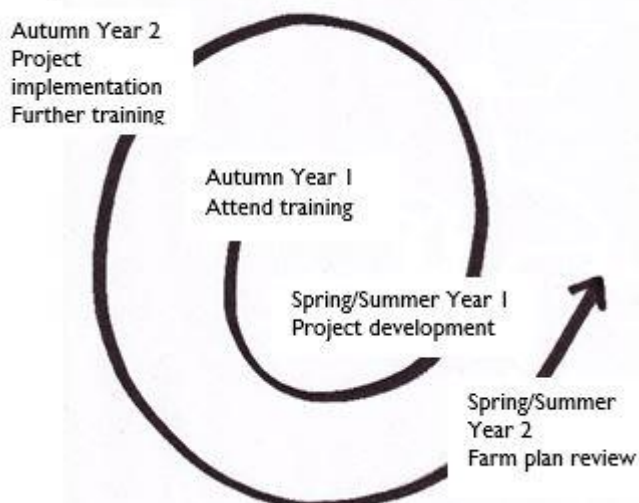


A Land Management Practices Scorecard was used to identify landholder needs in relation to training, planning and on-ground works. Landcare Project Officers worked through the scorecard with landholders during the site visit prior to planning any projects, and then depending on Landholder needs, Project Officers guided them to the most appropriate training or planning opportunities.

Project officers then delivered a single training calendar, with training offered based on their knowledge of landholder interests. This reduced duplication across the region and feedback was used to improve the training to meet landholder needs.

In the early years of the project, all participants were required to have a whole farm plan in place before they were able to take part in the program. If participants do not already have a whole farm plan they were able to undertake a FarmPlan21 course. The following cycle diagram shows the process of training and project development undertaken as part of the Land Stewardship program.

### Training and project development cycle



In practice there were challenges with this approach, some examples include:

- while initially soil health training was a prerequisite for submitting a soil project, and attending a property planning course was a precursor to doing a vegetation project, for numerous reason many landholders in 2010-11 weren't able to undertake the training, so in 2011-12 a more flexible approach was used
- delays in approval of funding the Land Stewardship project for the next financial year meant there was a gap between initial site visits and approval of landholder projects, so the right time for some land management actions (e.g. spraying weeds) had passed and those actions had to be held over to the following year

However, despite these challenges, advantages of this approach were:

- landholders were supported through a process of identifying their training needs, and training opportunities were provided that met the requirements of people at different stages of the pathway
- training and farm planning was timed (wherever possible) to coincide with project cycles
- training was delivered in a co-ordinated way by the three neighbouring Landcare networks

### Recommendations from the Land Stewardship Review 2013 that are relevant to training

At the start of the Land Stewardship Project it was anticipated that training would be offered to fit three levels of skill in land management – entry, continuing practice and master land steward. In the event, the Project team found that those at each level drew out of the training on offer what was most relevant to their interests and level of knowledge. More experienced land managers seem to benefit from time with similarly experienced peers, and inexperienced land managers value access to experienced land managers. The design of learning activities needs to take account of these needs.

“When developing the Solutions at the Source whole farm planning course about a decade ago, BCLN surveyed landholders for their preferred learning processes, and found a strong preference for small groups in which landholders could share and discuss ideas, for facilitated discussion alongside presentations of technical information, and for hands-on experience of practices through farm visits. Peer learning has continued as a feature of the Land Stewardship project training and education” (quote from Collier and Wright 2013).

The Project's systematic approach to practice change lied mainly in its tailoring of a comprehensive range of supports for practice change—initial communication about the Project, education and training, peer learning, tenders and incentives—to fit landholders. Because it used Project staff working with landholders in local communities, drawing on Landcare group knowledge, the Land Stewardship Project was able to connect to specific individuals with an understanding of their interests and goals. The Land Stewardship Project also to differentiated landholder needs in terms of types of landholder—for example, traditional farmers from more proactive farmers—and trialled ways to draw in traditional farmers.

Many of the processes developed and implemented in the project have been carried on including ongoing training for landowners and linking training with on ground project support. For example, the model used with soils projects is still used with other soils projects now, with the rapid soil assessment tool used, a soil test done, and some agronomist advice given. Wherever possible it would be good to continue the strategic approach used by The Land Stewardship project including assessing new landholders to ascertain their land management knowledge and skills and then directing them to relevant training opportunities and working to ensure the timing of training programs fits with on-ground project cycles.

### Appendix 3. Ideas from the 'Reaching the hard to reach' project

In 2011 a sub-project of the Land Stewardship Project was undertaken to improve the participation rates of farmers in areas with higher levels of nutrient and sediment export to Westernport. These turned out to be traditional dairy and beef farmers using long-established land management practices, who saw no reason to change these practices. The project was titled 'Reaching the hard-to-reach' (Colliver and Wright, 2011).

While the research was undertaken across the Land Stewardship project area (which includes parts of the Westernport and South Gippsland Landcare Network areas as well as part of the BCLN area), a number of its findings and recommendations may be able to be used to help reach a wider audience with education and training programs.

Twenty-two traditional and proactive landholders were interviewed and asked what changes they had made recently in their pasture management and use of native vegetation, and how and where they had picked up their new ideas. For each area of practice, they were asked who they regarded as good sources of practical experience and technical information. Their responses provided detail on how traditional farmers gather new ideas (see table below), which can be used to better target information and promotion.

The results suggest that traditional and proactive farmers are not mutually exclusive types as many respondents were actively investigating some matters in their farm management. Two styles of search were identified. On matters where a practice was not regarded as problematic, farmers browsed, scanning familiar sources to stay in touch with current practice. When a specific practice was seen as a problem or opportunity, farmers shifted to researching, extending the scope of their sources to gather in ideas and information, and testing ideas in action on their farms.

A large proportion of the land in the project area is owned by traditional farmers, many of whom do not engage with Landcare. If one of the goals are to involve more traditional farmers in training programs, then recommendations that may be applicable include:

**Use case studies or run field days that target traditional farmers.** Often Landcare field days are run on the properties of proactive farmers, and don't talk about the kind of cautions traditional farmers may have as they consider changes in practice. Where possible case studies (or field days) of farmers should at a minimum ask not just about the problem or opportunity a landholder recognised, but the farm, family and economic circumstances that prompted recognition of a specific problem or opportunity. Ideally such events could be run on the farms of traditional farmers, or if it is hard to find one showcasing the topic then those who were once traditional and have become proactive through their involvement with Landcare should be asked to describe the early period of their learning, and what led them to see a problem or opportunity. Field day promotions should make it clear that it will be relevant to traditional farmers. E.g. Are you wondering what all the fuss is about with using Lime? Come and hear why John started using Lime, and why he's still using it!

**Use all the sources that farmers use,** in particular suppliers and contractors who have regular contact with farmers. The below table lists the sources named by the interviewed farmers. When promoting training programs, using these sources as widely as possible will increase the likelihood of farmers knowing things are on. Newspapers like the Weekly Times and the Gippsland Farmer were widely mentioned. Nearly all respondents use seed and fertiliser suppliers and contractors to hear about the latest ideas. The more active browsers go to field days to pick up what others are doing: "I bump into people at Landmark or at a field day or Peter Notmans, or effluent days." Developing relationships with these suppliers and contractors and where possible advertising programs through them, perhaps through their notice boards, shop windows, websites, but most particularly through encouraging the suppliers themselves to mention it to landholders. Mainstream agricultural extension programs were also mentioned, wherever possible engaging with these programs as discussed above, and having flyers near their stalls at field days for example, will help spread the word.

|                           |  |   |
|---------------------------|--|---|
|                           | <b>Browsing</b> -Keeps in touch with what is happening, locally, but without a specific problem or opportunity   | <b>Researching</b> - A specific problem or opportunity becomes a trigger to search a wider range of sources, and to test what is found against on-farm experience   |
| <b>Pasture Management</b> | For <i>practical experience</i> : self and family; watching neighbors; reading newspapers.<br>For <i>technical information</i> : seed merchants and fertiliser distributors.                     | For <i>practical experience</i> : observing and talking with “good” local farmers; field days and expos to see practical examples; discussion groups to hear others’ ideas; local and farming press and industry publications to get stories.<br>For <i>technical information</i> : seed merchants and fertiliser distributors for latest products; agronomists with suppliers and processors for practice options; local and farming press for new ideas; company catalogues, industry magazines for specific information; websites and agency staff (sometimes) for specific information. |
| <b>Native Vegetation</b>  | For <i>practical experience</i> : observing local properties and stories in local newspapers.<br>For <i>technical information</i> : newsletters from Landcare Networks and local Landcare group. | For <i>practical experience</i> : local farmers actively using native vegetation, typically local Landcare group members, and the local indigenous nursery.<br>For <i>technical information</i> : staff and publications of Landcare Networks, along with Melbourne Water staff of on-ground projects,  |

**Where possible, be aware of the triggers that shift farmers from browsing to researching**, that is from being happy enough with current practices to wanting to search out new ideas, so as to focus on those who are ready for change. For example, run sessions on dealing with problems caused by wet conditions to tracks, drainage and erosion in wet years, or if the price of fertiliser increases this could be a good time to cover alternative (cheaper) sources of fertiliser, or the interest in doing a whole farm plan when buying or taking on a new property (perhaps advertising through the new landholder kit that people get when they buy a property).

**Offer local learning and make it easy for Traditional Farmers to take small steps as they begin to examine new practices.** Traditional farmers most often used local sources of information, including advice from neighbours, local papers and field days. They also discounted practices coming from non-local places and unfamiliar sources. For example, farmers on steep country said that some of the ideas on pasture and native vegetation they heard about from Landcare seemed more suited to flat country, and beef farmers said that ideas that suited dairy farms would not suit beef farms, and vice versa. So rather than just running one event across the network area, running two or three and tailoring it to the local conditions (e.g. revegetation on steep vs flat land) might reach a wider audience.

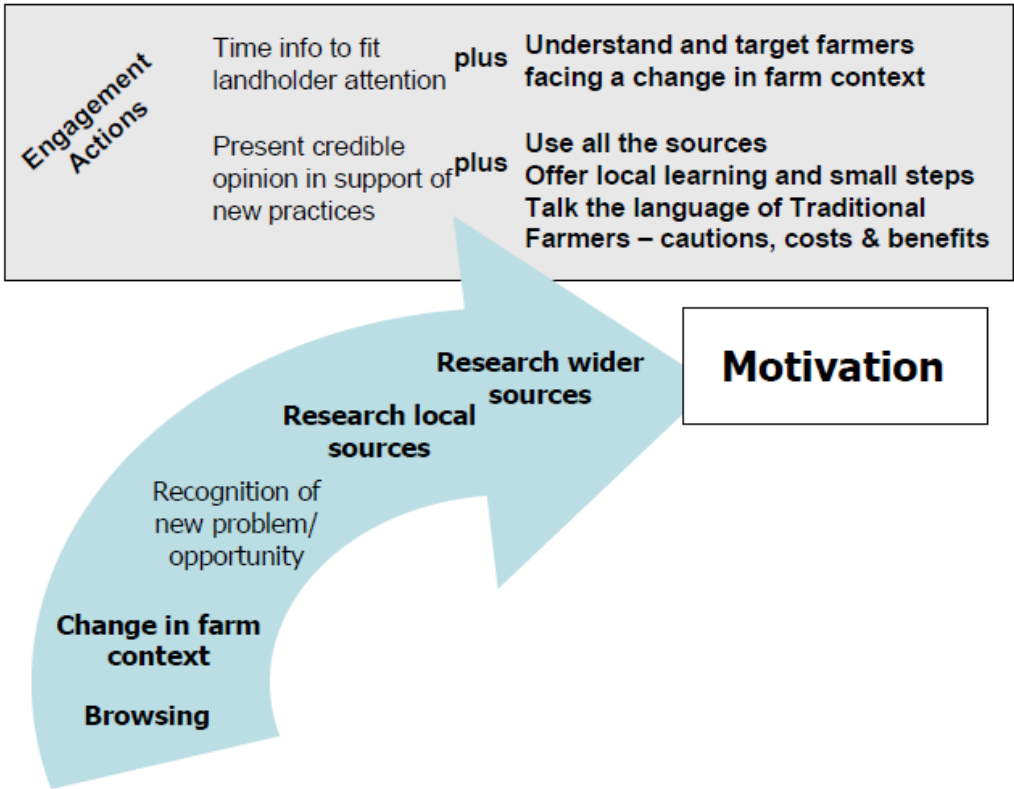
When a farmer is taking their first steps, it would be good for Landcare Networks to be able to offer simple, undemanding support. For example, a simple first step for pasture management might be a subsidised or free-soil test, or for native vegetation, an offer of tube stock or subsidy for small scale fencing.

**Use personal pride in property appearance to market events** One view of Traditional Farmers is that all they care about is money, and that the only way to get through to them is to give them a convincing set of numbers. In our interviews, respondents who had changed their practices only a little still kept a close eye on the condition of their animals and pasture. In our meetings with Landcare groups, members observed that farmers care about the way their animals and pasture look (“Everyone likes to hear how good their cattle are”). Animal nutrition, pasture management, shelter belts and fencing of gullies do in fact mean good looking cattle



and properties, not simply more money. Personal pride in the appearance of one’s property and stock may be an emotional entry point for Traditional Farmers to consider alternative practices, and marketing training events in this way may bring a wider audience.

*Model of motivation to change (Colliver and Wright 2011)*



#### **Appendix 4. Lessons learned from the 'Peer to Peer learning' project.**

This project worked from late 2013 to late 2015 with 4 farmer discussion groups to run 27 sessions, ran three on ground trials with associated field days and case studies, created and ran a new six session course, 'Solutions on Farm – FarmPlan21 adapting to future challenges' in conjunction with Nick Dudley of DEDJTR and completed a Training needs analysis for the Bass Coast Landcare Network in 2014.

The Solutions on Farm course was designed to use the basic outline of the FarmPlan 21 course and content with the changed format of half day presentation and half day farm visit to a property that excelled in the topic of the day. This approach was well received as all participants were able to get a thorough grounding of the topics in practice and all sessions were well attended.

'The most significant outcome of this project is one that is often hard to measure or record and that is watching participants share and learn information from their peers at discussion groups, trials and field days. This 'Peer to Peer' style of learning is often absorbed more readily by participants who learn from others mistakes and triumphs. Often landholders are more keen to implement on ground works on their properties if they can see that others have done it first and that there is a range of places and people where they can get extra information and support from to make it happen on their own properties.' (Quote from 'Peer to Peer Learning - Local Bass Coast Farmers Finding Solutions' final project report 2015)

#### Appendix 4. Lessons learned from the Survey of “Hard to Reach” Landholders - 2014

A face to face survey of 100 random farmers was conducted by David Stewart in 2014 at the Farm World field days and Red Hill Show on behalf of the WPCLN. This captured input from more than 150 people as the majority of those surveyed were couples rather than individuals. The purpose of this survey was to identify the barriers/blockers that prevent practice change and/or involvement in Landcare.

The information gained from this survey has informed the structure of Sustainable Agriculture programs in the Port Phillip and Western Port Catchment regions and increased engagement with commercial farmers significantly in the past five years since the survey was taken.

##### Survey Questions

Q1: What comes to mind when Landcare is mentioned for your farm?

Q2: Did you know Landcare staff are able to provide on farm technical advice on:

2.1 Farm planning, 2.2 Soil Health, 2.3 Weed management, 2.4 Pest animal control, 2.5 Pasture management, 2.6 Tree species and establishment, 2.7 Local flora and fauna

Q3: Have you undertaken Landcare funded improvements on your own property?

Q4: Are you attracted to community type activities or do you prefer to do your own thing?

Q5: Are you a member of a Landcare group? If no, any particular reason?

Q6: Your age is: (please circle) 20-30 30-40 40-50 over 50

Q7: What is your postcode?

##### Conclusions & Recommendations

- 100 surveys were completed with 80 identified as not involved in Landcare
- The key blocker for 37 of the 80 not involved in Landcare was because it would be another time commitment they can't make.
- The perception for many in this group is that implementing land management improvements on a property through Landcare requires active participation in meetings and other group activities.
- Another key blocker appears people's unwillingness to become involved in what they view as a community-based activity, such as Landcare membership and have a preference to just doing their own thing.
- For some their reluctance to be involved was a sense that they would not necessarily be able to reciprocate by volunteering their time should they benefit from the efforts of others helping out with activities such as tree planting on their own properties.
- For many of the other people who aren't involved with a Landcare group it would appear to be a matter of engagement and raising the awareness of what the organisation has to offer by way of technical advice or just local mentoring for new landholders.
- Landcare's goal to promote sustainable agricultural practices was not well understood or known by more than half those surveyed. This is a key blocker and Landcare needs to do more to promote the broad range of services that it offers. (Particularly relating to Sustainable Farming Practices).
- 36 of those surveyed could be said to be open to Landcare involvement should the opportunity and awareness be explained to them.
- Given the constant churn of new and often inexperienced people buying property for lifestyle reasons in Gippsland, there is probably scope for Landcare to engage with these people prior to them purchasing a property.
- The collective knowledge and experience of existing Landcare members would be of great value to anyone contemplating purchasing farming land and yet most of these prospective land managers buy with very little understanding of the issues they will face once they take possession of their farms.
- An opportunity exists for Landcare to run workshops and field days in different regions, to invite prospective buyers to benefit from farm walks and discussions with members on the many aspects of land management which deserve scrutiny prior to any purchase.
- It could reasonably be expected that such engagement could lead to a positive ongoing relationship with Landcare and the practice change outcomes it promotes.