



Training the best young farming professionals
in a practical, hands-on learning environment.

Prospectus

FARM CADET
TRAINING TRUST







Contents

Welcome	04
Why Choose Waipaoa?	05
Cadet Testimonials	06
Our Approach	08
The Waipaoa Programme	10
The Waipaoa Campus	12
Application Process and Selection Criteria	14
Educational Costs	15
Loans, Allowances and Financial Support	15

Kia Ora Tatou, Welcome to the Waipaoa Farm Cadet Training Trust Prospectus

Waipaoa Farm Cadet Training Trust is a specialist sheep and beef training institution for young men and women who have a passion for the sheep and beef industry.

After completing our two-year programme cadets will be well trained and work ready. There are employers who want our cadets each year, this provides fantastic job opportunities for cadets post-graduation due to the quality of learning/ training that takes place on Waipaoa Station.

Throughout the programme Cadets get exposure to rural professionals, industry experts, and high calibre farmers which then enables cadets to start building a network at an early stage in their career.

Past graduates of our programme have gone on to all sorts of successful careers like, farm ownership, managing large scale corporate farming operations and creating contracting businesses. This is a testament to the reputation Waipaoa has built up over the years as an institute that is producing top quality cadets.

We have an excellent facility for the cadets to live in and a fantastic cook house and cook which ensures our cadets are well nourished and ready to learn. Our pastoral care is of the highest standard.

If you want to kick start your career Waipaoa Farm Cadet Training Trust is the place to be

Tim Rhodes

Chairperson

Waipaoa Farm Cadet Training Trust



FARM CADET
TRAINING TRUST



Why Choose Waipaoa?

We Are A Well-Oiled Machine

Waipaoa Farm Cadet Training Trust was created in 2007 at Waipaoa Station by a group of local farmers who saw an opportunity to provide on farm education in the unique location and country that the farm is located on.

The Trust and Farm have worked together in partnership since then turning out some of the finest young farmers into the industry.

In 2018 Antipodean Lands Ltd. which already owned nearby stations Te Hau and Wheturau purchased Waipaoa Station and the relationship has continued to go from strength to strength.

Waipaoa Cadets work alongside the Antipodean Lands Ltd. team who are specialist in Sheep and Beef farming. Our cadets get to play an important role on Waipaoa Station a 1191 effective hectare, 11,500 stock unit operation.

Both The Trust and Antipodean Land teams are dedicated to the educating and shaping of young people. At Waipaoa we are growing the future leaders of New Zealand's red meat industry

We Value Individuals

We have kept our class sizes at Waipaoa small. We believe this offers a distinct advantage for students to be actively engaged in all areas of life at Waipaoa. It also provides many additional academic and practical farming skill learning opportunities at a truly individual level.

With only five students accepted each year, our size also enables students to interact and quickly develop solid professional relationships and a cooperative spirit that they will take with them into their future careers.

The smaller class sizes also offer greater opportunities for Waipaoa staff to provide additional pastoral care and leadership on a more individual basis – we care about our students and take the responsibility of their care seriously.

We Keep It Real

Our graduates have developed the skills that make them work ready for any sheep and beef operation. With strong practical and theoretical knowledge around day-to-day farming systems Waipaoa

Cadets stand out in any work environment. Stockmanship is key.

At Waipaoa we have an eye to the future and ensure our cadets get learning opportunities that will prepare them for an industry going through changes while also respecting the traditions that New Zealand farming holds.

We Know Our Stuff

In farming terms, we're only young. But, since we started in 2007, we've achieved a lot.

Our training methods are award-winning. We are committed to, and focused on, teaching our students how to apply classroom theories in practical environments. We also focus on key competencies in business management areas so cadets can succeed in the all-important business aspects of farming.

Waipaoa students are constantly challenged to think about the purpose of their training, what they gain from their new skills, and how they can apply those skills to improve operation performance and efficiency. A winning combination in our books.

Our lecture facilities and student accommodation are all based at Waipaoa Station so we can better integrate both the practical and theoretical components of our training. All students study towards an NZ Certificate in Agriculture (levels 3 and 4) as part of their two-year training programme at Waipaoa.

We want our cadets to be well-rounded, confident and educated to the highest level to support a better sheep and beef industry.

We understand partnerships are important

At Waipaoa we like to involve industry experts at every opportunity. We work closely with a range of industry partners and our sponsors. We also get our cadets out and about seeing other great farmers in action, this kind of transfer of knowledge is very rewarding. We are all about ensuring Waipaoa cadets get great opportunities to learn. The partnerships don't end there because we know the most important partnerships for those rural and farming is, community. Waipaoa Cadets get amongst it for their local community and have done since the beginning.



Cadet Testimonials



Zak Carmichael

From: Rotorua

School: Rotorua Boys' High School

Goal: Shepherding and working towards a manager position on a sheep and beef farm, but the dream is owning my own station.

"Life at Waipaoa is really busy. Living on site means that we're always learning. But we also take time out to enjoy life. The training manager and cook both make sure that we are all well looked after – the food is awesome! The staff also ensure that we're part of the community and encourage us to take part in sport, get in to town and involve ourselves in community activities. It's a good balance."



Katie Herries

From: Gisborne

School: Iona and Gisborne Girls' High School

Goal: Work towards farm management, then sheep and beef farm ownership.

"For me, Waipaoa offers the perfect balance of practical and theoretical work. We get hands-on training from some of the best in the business when it comes to skills like shearing and dog training, and the staff on site have plenty of time to really involve themselves with our learning. What's exciting is that I'll enter the workforce with a great qualification and a tonne of practical skills I'll be able to put to use straight away."



Sam Wright

From: Queenstown

School: John McGlashan College (Dunedin)

Goal: High country station management and ownership.

"The thing I really appreciate about Waipaoa is that the farm staff really know their stuff – both the theory and the practical. We graduate confident that we're ready to get stuck in on a station. But if you ask any one of us, the highlight is getting our pups – training them and knowing that we'll leave Waipaoa with a highly valuable team of dogs."



Jeffrey Marshall

From: Wanganui

School: Fielding High School

Goal: Working towards a manager position on a sheep and beef farm, and one day owning my own farm.

"With a lot of our course focussed on practical farming skills, every day at Waipaoa is different. We are constantly learning a range of skills that we'll need when we're out in the workforce – from stock work and handling sheep, dogs and horses to general farm labour like fencing. It's great to know we'll be able to cope with almost any task we're thrown when we're out on a station. But, just as importantly, that we have the theoretical understanding and a qualification to back it all up."



Our Approach

At Waipaoa, we believe in shaping young farmers in all aspects of the business and industry. The recipe to success is the combined ability of practical on farm skills, animal husbandry, problem solving, innovation and application.

We approach our training with this balance in mind, with skills taught in the classroom able to be applied out in the paddocks. We challenge our cadets to apply their training practically and use their new skills frequently, cementing their knowledge.

Providing solid leadership and mentoring is something Waipaoa excels at. We are able to offer more one-on-one learning and make sure our cadets receive the very best farming education possible. There's no chance of slipping through the cracks at Waipaoa!

Theory Programme

The theory component of our programme is delivered by EIT by distance, at times on farm or at the rural studies campus in Gisborne. Lectures are run fortnightly for each year group. Our first year cadets will take part in block courses in specialised learning areas across the academic year. The theory component to our cadets' programmes are in sync with on farm operations. As well as the EIT tutor cadets are supported by our General Manager and the Trust Board. Our focus is on the success of all students. Support for those with learning challenges is available.

Practical Training Programme

Waipaoa cadets work daily with experienced farm staff on the station, performing normal farm procedures. Each cadet has individual skills that require development and Waipaoa staff support their development by aligning cadets to certain practical activities which are happening on the commercial farms. The practical programme is mainly completed on Waipaoa, however when the opportunity arises they can head to Te Hau or Wheturau for learning opportunities such as intensive operations and pivot irrigation systems. Practical Assessments are completed throughout the year based on course requirements.



Short Courses and Specialist Tuition

Keeping up with the latest industry developments, techniques and information is an essential part of a cadet's education, and improvement and innovation is always welcomed at Waipaoa. So, in addition to our core training staff, we welcome various industry experts to Waipaoa to provide lectures and short, specialist courses throughout the year.

SPECIALIST COURSES INCLUDE:

- ▶ Anatomy- Animal , Ruminant, Parasite Identification
- ▶ Shearing School
- ▶ Animal Health, Animal Health Planning and Husbandry
- ▶ Animal Welfare
- ▶ Environment and Biodiversity
- ▶ Animal Genetics
- ▶ Meat Production
- ▶ Pasture and Cropping Management
- ▶ Nutrient Management
- ▶ First Aid and Health and Safety

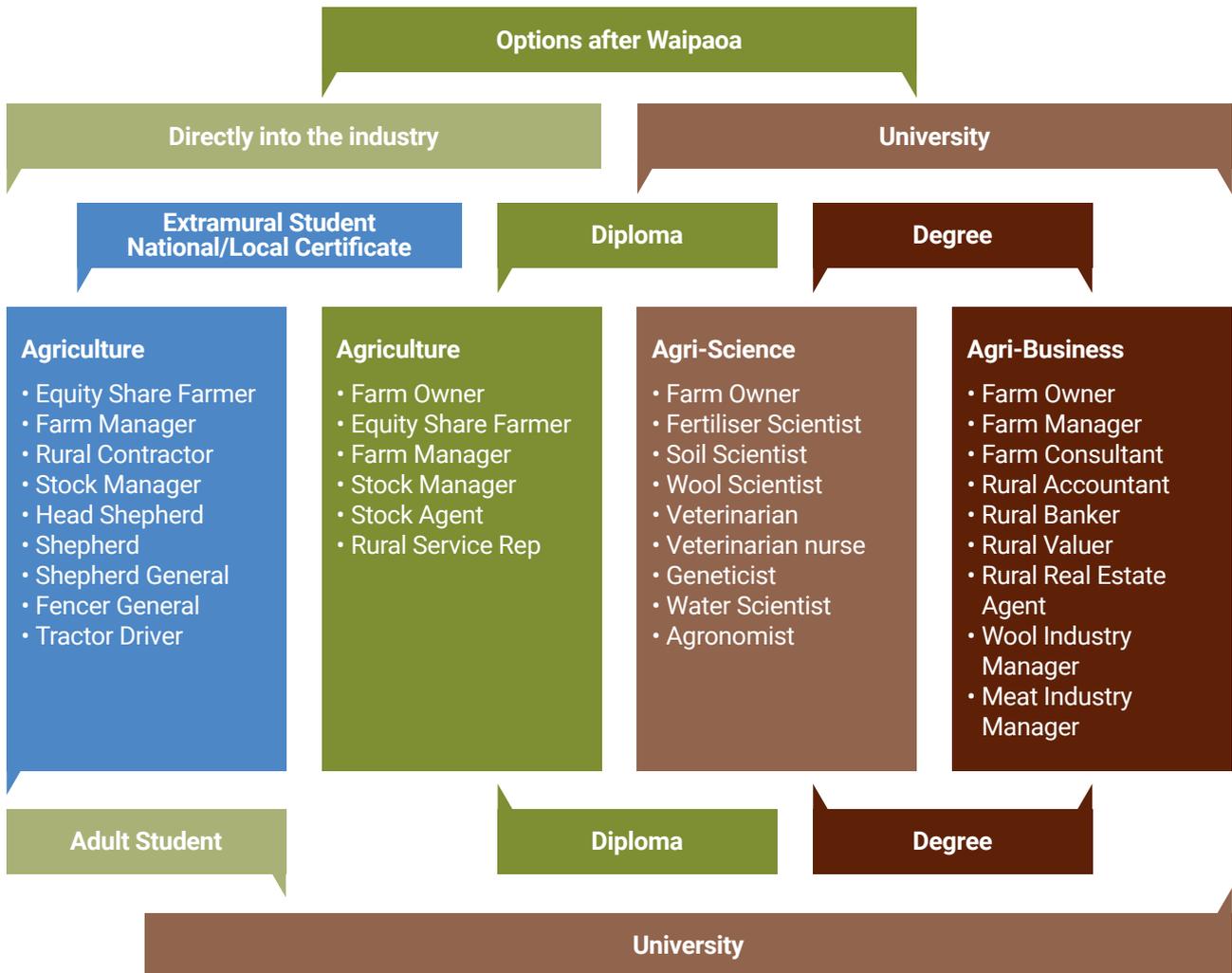




The Waipaoa Programme

A cadetship at Waipaoa Station is two years long, with each year having a distinct study programme. Starting in the second week of January and running through to the third week in December, our academic year is synchronised with the annual farm cycle.

Academic Pathway



Cadetship Year One

During the first year of training as a Waipaoa cadet, students will focus on academic and general farm work, while assisting with general hostel duties.

The practical and theoretical focus for first year cadets includes:

- **Technical farming** including soil analysis, fertilisers, budgeting, meat and wool production and pasture management, Farm Environment Planning.
- **Academic principles** of farm management, record keeping and analysis and personnel management.
- **Practical farming** Practical farming including the basic principles of slaughtering, carpentry, fencing, water systems, stock sense, general maintenance, woolshed operations, animal welfare, tractor operations, rearing and training a heading dog pup (given to each cadet in March) and training a huntaway (from August). Environment and Biodiversity workshops, Riparian Planting, Water quality and Pest control.

Additionally, all first year cadets will take part in a comprehensive first aid course, a one week health and safety induction course, a shearing course and complete part of their National Certificate in Agriculture.

First year cadets will finish the year with the following qualifications:

- ▶ **NZ Certificate in Agriculture – Primary Industry Skills Level 2, Vehicles Machinery and Infrastructure (VMI) and Farming Systems Level 3**
- ▶ **Certificate in Workplace First Aid**

Cadetship Year Two

In the second year of training as a Waipaoa cadet, students focus on stock work and improving their business competencies, while assisting with general hostel duties. There is also a strong emphasis on mentoring, and senior cadets are paired with junior cadets to provide support and promote a sense of community.

The practical and theoretical focus for second year cadets includes:

- **Academic principles** of farm management, Farm Environment Planning, Health and Safety and meeting legislative/ regulatory requirements, record keeping and analysis, and budgeting.
- **Practical farming** including increased responsibility for mustering and animal health operation, and working with the two dogs trained in year one. Environment and Biodiversity workshops, Riparian Planting, Water quality and Pest control.
- **Breaking in a horse** – most mustering done on horse.
- **Technical farming** including pasture harvesting, stock management, genetic improvement, pro-active climatic situation management, and reinforcing and expanding on skills and knowledge gained in the first year, with educational visits to a fertiliser plant, woolstore, freezing works and farm field days.

Second year cadets will finish the year with the following qualifications:

- ▶ **NZ Certificate in Agriculture Level 4 (Breeding Livestock Farming)**
- ▶ **Waipaoa Station Cadet Training Trust Graduation Certificate**



The Waipaoa Campus

The Waipaoa Station Farm Cadet Training Trust is a registered charitable trust, and was set up in 2007 to fund, develop and run a land-based agricultural training programme. The training is based at Waipaoa Station (Gisborne) on one of the East Coast's established hill country properties. With 1191 hectares of effective land sustaining 11,500 stock units, Waipaoa Station is ideally sized to provide an excellent base for agricultural training and a real-life learning environment for young farmers.

Waipaoa is part of the Antipodean Lands Ltd Group comprising of 3 Blocks, Waipaoa, Wheturau and Whatatutu Flats – a collective 2773 effective hectare / 35,000 stock unit operation. Across the sheep and beef farming business is a range of farming systems from extensive hill country breeding to irrigated finishing.

Life at Waipaoa

Being a Waipaoa cadet is an amazing learning experience and a great way to launch a farming career, but there's still life to live in there too.

Because cadet training is our number one priority we have a full-time, live-in team consisting of the training manager and cook.

The station includes living quarters for Waipaoa cadets, a kitchen, lounge, and lecture room enabling the cadets to live and learn onsite. Due to the size of our facilities, our cadets quickly become a close knit group, with staff acting as "parents", mentors, and friends to the 10 students living at the station. Working and living together has its challenges, but they are vastly outweighed by the advantages of having a built in support network.



Senior and junior cadets are paired to take care of the general hostel duties, including milking the cow, feeding the horses and pigs, managing dogs, course requirements, food supplies, cleaning the hostel and general maintenance. We see this as a critical component to their training – every cadet leaves Waipaoa as a useful well-rounded member of a team, well-equipped to handle the day-to-day needs of living on a station.



They say the way to a farmers' heart is through his or her stomach, so each cadet is also taught to cook and is expected to assist during meal preparations when on hostel duty.

Personal Development

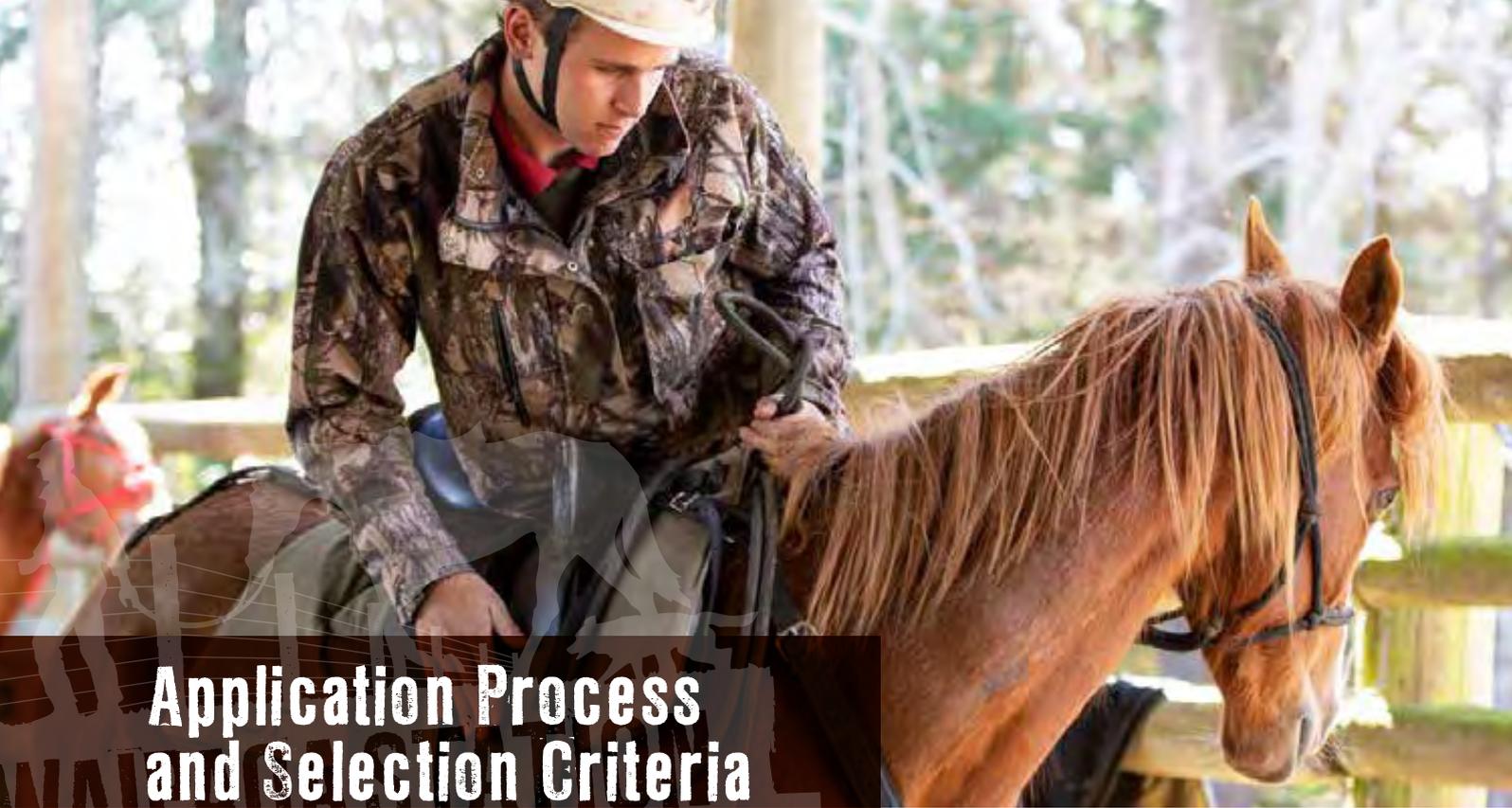
All cadets are mentored on a daily basis, and taught self-management, leadership and teamwork. Senior and junior cadets are teamed up and need to operate as a unit, reinforcing the importance of role modelling and teamwork. These are values that Waipaoa cadets take with them into their farming careers and are part of what makes them such sought after young graduates. Throughout the twoyear course, we focus on personal development at an individual level, instilling core values in our cadets. We provide them with confidence in themselves and their skills, which makes them an asset to any commercial farm.

Life in Rural Gisborne

Waipaoa is approximately an hour's drive from Gisborne, in a rural and somewhat isolated setting. Life on the farm operates at a different pace to that of town, but we like it like that. Waipaoa's relative isolation and small rural community are a good way to slowly acclimatise our cadets to the realities of rural

farm life. In their free time, cadets tend to get involved with local sports clubs, join the young farmers club, or find some weekend work to supplement their incomes. They seem to enjoy the East Coast – famous for its beaches, hunting, and fishing. Many of our cadets join the local Ngatapa Rugby and Associated Sports Club – a great way to meet the locals and keep the fitness levels up.





Application Process and Selection Criteria

Entrance Criteria

Applicants must:

- ▶ Be between 16 and 19 years of age
- ▶ Still be at school
- ▶ Be studying in at least their fourth year of secondary education
- ▶ Have achieved NCEA level two by the end of the school year in which they have applied for Waipaoa
- ▶ Have visited Waipaoa Station – preferably at our Open Days in June, otherwise by appointment

Applications

To be eligible for consideration, the application form and supporting material must be received in hard copy by the application closing date.

If any information is to be submitted in addition to that stipulated in the application criteria, seven complete copies of each additional page must be supplied for consideration by the interviewing panel.

Successful Applicants will receive instruction on interview times and venue, and confirmation will also be sent via email. Applicants will be contacted by phone and advised as to whether their application has been accepted.

Application forms and relevant dates can be downloaded from www.waipaoa.co.nz

Interviews

Once an application has been accepted, the applicant will be required to attend a short 15-minute interview with the Waipaoa selection panel.

The application form and interview will both be considered as part of the decision making process.

Selection Notification

Applicants will receive the results of the interview and selection process by phone within 14 days of the interview.

Educational Costs

Programme Cadet Contribution

Cadets are charged an annual fee of \$10,000 +GST (\$11,500 incl). This fee includes but is not limited to training and educational opportunities, travel, accommodation, and catering cost.

*Fees are subject to annual review and may change.

YEAR 1

January

Knife, sheath, belt

Note book pouch

**Leather lace up work boots:
1x safety, 1x non safety**

Rain wear

For first year cadets a saddle is supplied but cadets may bring their own saddle and tack, subject to the training manager's approval.

March

Heading pup (approx. \$400)

Chain/clip/collar

August

6-8 month old huntaway (\$500+)

Dog registrations, vaccinations, worming and dog food are paid by the station. Pups are sourced through trustworthy contacts in the dog trial circuit. Huntaways may be sourced by cadets, but are subject to station staff approval.

YEAR 2

Pre- January

Saddlery (\$600-\$1500)

Staff can advise on the purchase of saddlery once cadets are at Waipaoa.

Loans, Allowances and Financial Support

StudyLink

Waipaoa Cadets are classed as full-time students studying co-currently and may be eligible for assistance to cover the costs of the programme.

Applicants are advised to wait until mid-January to complete Studylink documentation when official acceptance and course registration.

Studylink provide the following options: Student Loan, Accommodation Allowance (means tested) and Course related costs.

Waipaoa will provide all verification needed for Studylink applicants.

For more information on StudyLink
visit www.studylink.govt.nz

Scholarships

There are a range of scholarships available nationally. Waipaoa encourage Cadets to seek out opportunities with advice from their secondary school careers advisor. Our General Manager can also advise where cadets have been successful in the past.





Training Manager
Private Bag 37003, Te Karaka 4042, Gisborne
Phone: 06 862 1988
Email: trainingmanager@waipaoa.co.nz

waipaoa.co.nz

WAIPAOPA STATION
FARM CADET
TRAINING TRUST