



Cornell Cooperative Extension

AGRICULTURAL WORKFORCE DEVELOPMENT

Onboarding Dairy Employees



Safe, Productive and Engaged from Day One

The first days and weeks on the job set the course for a new employee. Given the tight labor market, a successful onboarding program can be an essential tool to help reduce employee turnover, increase employee safety and productivity, and contribute to a farm's success.

Identified as a priority by New York's Ag Workforce Development Council, Cornell Ag Workforce Development is developing a new onboarding project that was funded in 2019 by the New York Farm Viability Institute. This project focuses on navigating employment requirements and improving human resource management practices, including enhancing training skills.

Farms are needed to participate in the project. Dr. Richard Stup, Cornell Ag Workforce Specialist, Extension educators and industry consultants will partner with these farms to develop onboarding materials, trainings and methods. The tools developed, including templates, training documentation, resources for employee records, worksheets, and videos, will be shared with other farms.

Benefits for Farms:

- Ensures compliance with basic regulations and policies.
- Provides clarification on work procedures and expectations, which results in better employee performance and safety
- Establishes a workplace culture based on values, philosophies and traditions.
- Creates connected relationships at work that allow employees to engage and thrive.
- Increase employee commitment and reduce turnover.
- Provide accessible and realistic support for farm onboarding, even when labor and time are in short supply.

Expectations of Farms:

- 1) Establish a farm culture that is safe, productive and engaging. Set Clear, upfront job expectations that employees can fully understand.
- 2) Provide immediate safety training to avoid injuries. Promote compliance with all employment regulations.
- 3) Communicate important farm policies and procedures, especially those that may differ from previous employers.
- 4) Overcome language barriers so that everyone can understand each other.

Contact

Dr. Richard Stup, Ag Workforce Specialist
Cornell Cooperative Extension
164 Plant Science Building
P: 607-255-7890 | E: rstup@cornell.edu

Ag Workforce Development's mission is to help farms and agribusinesses build committed and effective teams who will carry out the important work of feeding the world.



CornellCALS
College of Agriculture and Life Sciences

Diversity and inclusion are a part of Cornell University's heritage.
We are a recognized employer and educator valuing AA/EEO, Protected Veterans and Individuals with Disabilities.

agworkforce.cals.cornell.edu