

Objective of program:

Dalum Academy of Agricultural Business (DAAB) offers an international 20+20 weeks "Livestock Production and Management Program" course targeting the production part with Module 1 and more general management, financial strategies and budgeting, marketing and Human Resources with Module 2.

With this program we educate young upcoming farmers to produce meat, milk and breeding animals, while considering animal welfare, sustainability and traceability, but also focusing on food safety, environment and the development of quality products to an increasingly demanding consumer community and a very fast-growing middle class globally.

The program is based on picking out relevant subjects from the existing Danish agricultural education, combining it with experience about the student's home countries, and developing the student's to be capable of transforming it into adaptable knowledge at home.

Disclaimer:

This program is always arranged and completed in collaboration with a "Sending Body" i.e. a College, University, Industrial Stakeholder or similar in student's home country. Accreditation of your participating will always have to be decided on by Sending Body, since this course not justifying for ECTS points or similar.

The goal of Module 1 is to make the student ready for being responsible for the daily livestock management on a farm in home country, by providing the student with tools for the optimizing of livestock production, animal health, welfare, sustainability etc. The combination of theory and practice reflects the dynamics in real-life livestock production and forces and trains the students ability always to reflect, learn and adjust to the given preconditions.

Furthermore, this module brings up tools for handling issues about business orientation, democratic processes, communication, working in teams etc. which all can be part of daily routines, even on small-scale farms.

General competence goals, Module 1:

1. The student can analyze and solve professional problems, independently or as part of a team, as well as assess and understand the theory in relation to the practical work on the farm, also in context to the home country
2. The student can explain the livestock branch procedures and the environmental impact, food quality parameters, as well as apply knowledge regarding the environment and sustainability when performing general tasks in agricultural production
3. The student can assess a livestock production facility for the purpose of construction and dimensioning expansion/new structures in relation to the animals' natural behavior and welfare, productivity and working environment.
4. The student can implement concepts such as sustainability, nutrient balance and environmental protection into home country context

The goal of Module 2 is to make the student able to take the farming to the “next level”. Beyond the skills from Module 1, adapting and developing the farm into actual and future market conditions will be among the skills achieved here. High focus on management, leadership and Human Resources, including own resources, makes the students ready for managing even large-scale farms after completing.

Furthermore, the students will have achieved skills and tools for general economic/financial farm management.

General further competence goals, Module 2:

1. The student can analyze and assess a farm and farm development, independently or as part of a team, also in context to the home country and local legislation.
2. The student can be responsible for leading, development and motivation of staff members on a farm, -including training of interns and trainees
3. The student is able to present a plan for marketing and strategies for sales, adapting market situations in home country
4. The student can be responsible of general economic business control

Didactic considerations:

Farmers education in Denmark belongs to vocational education, meaning that becoming a “Skilled Farmer” (approximately the same as completing Module 1 in this program) is to be compared with finishing education as electrician, carpenter or similar. A common denominator in these vocational educations is the switching between theory and practice/internship during the education – named “The Danish Sandwich Model” – which is quite unique, compared to the rest of the world!

This program is replicating most of the didactic and pedagogical considerations from the Sandwich Model, which also contains lots of dialogue-based lecturing, where the students are forced to have opinions and discuss them in the open/with the teacher. The idea of these discussions is not only to train democratic processing, but also to make the students realize the strength in knowledge sharing and “team-learning”

Another solid part of the lecturing is case-studies with real-life cases/numbers, where the students have to do assessments of specific situations, make decisions about numbers being high or low, and then act, according to the assessments – again to train the ability to reflect about a situation, that might as well occur real-life

All lecturing is performed in English, meaning that a certain standard in the student’s language skills are necessary, as long as English is not the mother tongue. Throughout tests etc. gradings and evaluations will not be language-based but content-based, to ensure each student a fair treatment, according to the “Objective of Program”

Admission Criteria

Module 1:

To be enrolled as a student to this course, the student must comply to following requirements:

- **Must have or already attending a relevant agricultural education**
- **Must be between 18-30 years' old**
- **Must have practical(hands-on) agricultural experience.**
- **Must have planned a relevant agricultural future in the home country to implement applied knowledge/experience on return.**
- **Must be able to communicate in English, both in writing and oral.**

In addition, future students must pass an entrance test, designed by Dalum, mostly to ensure the level of student's agricultural knowledge. Furthermore, the student must be willing to, by request, to complete an interview with Dalum staff, to elaborate skills and previous education.

Dalum has the right to reject a student from intake if assessment does not meet stated requirements.

Module 2:

To access Module 2, the following requirements must be met by the student:

- **Completed Module 1 of this educational program at Dalum.**

OR

- **Have completed a Master of Animal Science or similar**
-and
- **Practical (hands-on) experience within agri-business**
-and
- **Practical or theoretical experience regarding farm/livestock management/leadership**

Relevant documentation is needed, if access is requested through other credits than Module 1. In addition, the student must be willing to complete an interview by DAAB staff, to elaborate skills and previous education.

DAAB has the right to reject a student from intake if assessment does not meet stated requirements.

User fees:

This course is 100 % paid by Sending Body. Fully detailed curriculum, study plan, price agreed etc. will be forwarded directly to Sending Body in time for visa application, - usually 3 months pre-course.

Terms of payment: 50% upon Visa approval.
50% upon program launch.

Terms are standard, unless agreed otherwise by both partners.

Our Programs includes much more than just the standard college fee. You will get:

- Full customized programs
- Lecturing from highly qualified specialists
- Practical training on approved farms
- Agri-processing per request
- Relevant certification
- Medicine-handling course
- First Aid Course
- Specific additional customized short courses
- Visits (including transport) to relevant businesses
- Visits (including transport) to cultural places of interest around Denmark
- Airport transfers
- Full board (morning meal, morning coffee, lunch, afternoon coffee, dinner, evening coffee)
- Accommodation at the Campus Hotel or students' individual rooms with shared bathrooms
- Free local transport (bikes available) The college is located only 4 km away from the center of Odense, the third largest city in Denmark (<https://www.visitodense.com>)
- Free access to washing machine, Gym. and High-speed Wi-Fi

Quality assessment:

We frequently evaluate ourselves, the students and the program.

In order to check the students' learning progress compared to the competence goals set by the partnerships, students are evaluated midway, -with a mid-term test in all subjects.

Consequently, the students are tested in all subjects. Before initiating their final exam project.

The final exam project is an interdisciplinary case with built in problem formulations.

The program and teachers are evaluated in a timely manner, and in writing, by the students after each course.

All evaluations will be used to adjust the program accordingly and in line with objective agreed by partners

This program is evaluated and approved by the Danish Evaluation Institute (EVA) on a regular basis: <https://www.eva.dk/strategy-and-work-of-eva>

DAAB is supported by the Danish Ministry of Education: <https://eng.uvm.dk/>

Structure example, Module 1, Feb-Jun (2019 edition):

18, 08:33

2019 Calender for Sustainable Livestock Production and Management

January 2019		February 2019		Marts 2019		April 2019		May 2019		June 2019					
T 1		F 1	Arrival in Denmark	F 1	internship	M 1	internship	14	W 1		S 1				
W 2		S 2		S 2	internship	T 2	internship		T 2		S 2				
T 3		S 3		S 3		W 3	internship		F 3		M 3	23			
F 4		M 4	Introduction	6	M 4	internship	10	T 4	internship	S 4		T 4			
S 5		T 5	Farm Visit		T 5	internship		F 5	internship	S 5		W 5			
S 6		W 6			W 6	internship		S 6		M 6	internship	19	T 6		
M 7	2	T 7			T 7	internship		S 7		T 7	internship		F 7		
T 8		F 8			F 8	internship		M 8		15	W 8	internship	S 8		
W 9		S 9			S 9			T 9	Hatting		T 9	internship	S 9	Pinsedag	
T 10		S 10			S 10			W 10			F 10	internship	M 10	2. pinsedag	24
F 11		M 11		7	M 11		11	T 11	Hatting		S 11			T 11	
S 12		T 12			T 12			F 12	Hatting		S 12			W 12	
S 13		W 13			W 13			S 13			M 13	internship	20	T 13	Exam Project
M 14	3	T 14			T 14	MS Schippers		S 14			T 14	internship		F 14	Exam Project
T 15		F 15			F 15			M 15	Midterm tes	16	W 15	internship		S 15	
W 16		S 16			S 16			T 16	Midterm test		T 16	internship		S 16	
T 17		S 17			S 17			W 17			F 17	internship		M 17	25
F 18		M 18		8	M 18		12	T 18	Visit Copenhagen		S 18			T 18	
S 19		T 19			T 19			F 19	Visit Copenhagen		S 19			W 19	Exam
S 20		W 20	Medicin Handling course		W 20			S 20	Visit Copenhagen		M 20		21	T 20	Exam
M 21	4	T 21			T 21			S 21	Visit Copenhagen		T 21			F 21	Evaluation
T 22		F 22			F 22			M 22	Visit Copenh	17	W 22			S 22	Departure
W 23		S 23			S 23			T 23			T 23	Trip to Jutland SKOV		S 23	
T 24		S 24			S 24			W 24			F 24			M 24	26
F 25		M 25	internship	9	M 25	internship	13	T 25			S 25			T 25	
S 26		T 26	internship		T 26	internship		F 26			S 26			W 26	
S 27		W 27	internship		W 27	internship		S 27			M 27		22	T 27	
M 28	5	T 28	internship		T 28	internship		S 28			T 28			F 28	
T 29					F 29	internship		M 29		18	W 29			S 29	
W 30					S 30			T 30			T 30	Kristi himmelfartsdag		S 30	
T 31					S 31						F 31	School closed			

LIVESTOCK PRODUCTION AND
MANAGEMENT PROGRAM

CURRICULUM			DALUM-LIVESTOCK MANAGEMENT PROGRAM				
MODULE 1			MODULE 2				
LIVESTOCK MANAGEMENT PROGRAM	Teacher	Total lessons	BASIC OPERATIONAL & MANAGEMENT SKILLS ACHIEVED	LIVESTOCK MANAGEMENT PROGRAM	Teacher	Total lessons	
28+1 WEEKLY LESOONS*				28+1 WEEKLY LESSONS*			
Introduction program		24			Livestock production- & Professional management		96
Livestock-cattle / pig production		120			Management tools and characteristics		
Livestock - biology		10			Best Agricultural Practice & Professional management		60
Crop, field and environment-sustainable farming		42					
General subjects		10			Investment & financing. Budget, strategy & farm loan		66
Economy (incl. Math) Cash flow etc.		42					
Communication & data registration		10			Local/global Market. Organisations-branding-marketing		10
Medicin & Injections (external vet)		12			PROJECT I - Dimensions, field capacity & nutrient balance		30
Workshop and safety skills		12			PROJECT II - Production management		40
Welding and Tractor-driving		12			PROJECT III – Establishing a farm enterprise		40
Work environment and First Aid		16			EXAMINATION PROJECT - Total Farm management		62
Technology – infarm(housing, ventilation, feeding systems and storage)		10			Excursions Farm visits – Leadership-Staff management		
Excursion & Host farm visits		40			Biogas-sustainable solutions		12
					Excursions		24
Farm internship 6 weeks-basic skills	HOSTS	220			Farm Intern-4 weeks. Health, Data & management	HOSTS	140
Total lessons Module 1		580			Total lessons Module 2		580
20 WEEKS					20 WEEKS		

* 1 weekly lesson for class social activity and/or individual consultancy

Historic lesson plan examples from Module 1, Feb-Jun 2019

LESSON PLAN - PIG PRODUCTION

Week	No of lessons	Lecturer	Subject and material	Assignments
7	10	CFP	Introduction to Danish pig production Dictionary of agricultural terms Ethology of pigs and modern productions facilities - Chapter 1 in <i>Pig Production</i>	Dictionary
8	12 6	CFP MFG	Health and biosecurity - The SPF system and transport of pigs - Batch production vs. continues production - Internal and external biosecurity - Farm design to affect biosecurity - Chapter 10 in <i>Pig Production</i> Feeding sows, piglets and pigs - Pig digestion system - Nutritional recommendations - Feed components - Feed curves - Chapter 11 in <i>Pig Production</i>	Map of farm in homeland Poster showing difference between internal and external biosecurity Presentation of feed components
9			Internship	
10			Internship	
11	6 6	CFP MFG	Follow up on internship Productivity data, how to read and what is important? Mating and control unit - Breeds and breeding strategy - Reproduction and natural hormones - Management and routines - Feeding and Body Score Condition (BSC) Feed plan - How to make and calculate feed plan	Assignment Calculation of feed plan
12	8 4	CFP MFG	Mating and control unit continued Gestation unit - Management and routines - Feed curves and adjusting BSC - Unit design	Farm visit and case study
13			Internship	
14			Internship	
15	4	CFP	Follow up on internship Internship at Hatting Boar Station - Tuesday and Thursday from 8.15 to 11.45	

			- Friday lecturer from Hatting Boar Station	
16	4	CFP	Midterm test ??	
17	10 4	CFP MFG	Farrowing unit - Management and routines - Preparation - Piglet management in the farrowing unit	Assignment
18	10 8	CFP MFG	Weaning and finisher unit - Preparation and moving pigs - Management and routines - Feeding solutions for growing pigs	Farm visit and case study
19			Internship	
20			Internship	
21	6 4	CFP MFG	Gilt development unit GDU	Visit to GGP or GP farm
22	6 4	CFP MFG	Follow up on internship Economy and gross margin	
23	8	CFP	Trouble shooting and finding solutions	
24	6 6 4	CFP MFG CFP	Trouble shooting and finding solutions Exam project Exam project	
25	2 16	MFG CFP	Exam project Exam	

LESSON PLAN - ECONOMY AND FINANCIAL MANAGEMENT

Module 1			
Lesson plan for economy and financial management			
Week nr	Number of lessons	Topics & content	Materials and/or tools
8	4	Introduction Content & Preparation of profit and loss accounts. Preparation principles gross output (revenue), types of costs	Notes & exercises
11	4	Preparation of profit and loss accounts. Preparation principles, gross output (revenue), types of costs. Preparation of balance sheet. Valuations principles. Assets and liabilities	Notes & exercises
12	4	Preparation of cash flow statement and capital account	Notes & exercises
15	4	Analysis of accounts. Keyfigures in the account and calculation of other key figures. Profit/loss, equity, cash credit balance, rate of return on assets, rate of return on equity, liability rate etc.	Notes & exercises. Spread sheets
16	4	Analysis of accounts. Keyfigures in the account and calculation of other key figures. Profit/loss, equity, cash credit balance, rate of return on assets, rate of return on equity, liability rate etc.	Notes & exercises. Spread sheets
17	4	Investment. Methods to calculate profitability. Setting up assumptions. Evaluation of investments	Notes & exercises. Spread sheets
18	4	Finance. Possibilities of providing capital. Types of loans, term, interest concepts and evaluation of financing plans	Notes & exercises. Spread sheets
21	4	Budgetting. Purpose of budgetting. Preparation of budgets including cash flow budgets	Notes & exercises. Spread sheets
22	4	Budgetting Preparation of budgets including cash flow budgets	Notes & exercises. Spread sheets
23	4	Budgetting Evaluation of budgets, sensitivity analysis and risk assesment.	Notes & exercises. Spread sheets

**LESSON PLAN - IN-FARM TECHNOLOGY
Incl. Ventilation + Housing and dimensioning**

	Week	Lessons	Subject
Technology / Ventilation	8	2	Understanding of air.
	11	2	Animal demand for temperature, humidity, airspeed
	12	6	Principle different ventilation system
	15	4	Positive and negative functions of different ventilation systems
	16	4	Visit Skov A/S who is working with solving ventilation problems all over the world.
Housing and dimensioning	22	6	How to calculate the number of places needed for animal production.
	24	4	Students make a model of the building they have calculated.

LESSON PLAN - SUSTAINABILITY / ENVIRONMENT

Week	No of lessons	Lecturer	Subject and material/homework
7	4 4	NEJ/MR NEJ	<ul style="list-style-type: none"> Sustainable farming on farm level. Definitions and tools. Integrated farm production, livestock and corresponding land available. Exercises and calculations based on cases.
8	4	NEJ	<ul style="list-style-type: none"> Exercises and calculations based on cases.
9			Internship
10			Internship
11	4	NEJ/MR	<ul style="list-style-type: none"> What makes a farm production sustainable? -Energy -Nutrient cycles, farm balance regarding nutrients -Feeding aspects and consequences towards better environment and sustainable production.
12	4	NEJ/MR	-Showcase calculations and reference to own country -Good Agricultural Practice

LESSON PLAN- CROPS AND FEED QUALITY

Week	No of lessons	Lecturer	Subject and material/homework
7			
8			
9			Internship
10			Internship
11			
12	4	NEJ	Basic principles for crop production - Soil physics, pH, liming, - How to use & respond - Soil types and analyzes. - How to use & respond
13			Internship
14			Internship
15	4		- Crop rotation, -principles and optimizing
16			
17	4		- Cash crop and roughage production (Agricultural Crops leaflet) - Fertilizing crops - Farm balance
18	4		- Integrated crop production
19			Internship

LESSON PLAN - GENERAL SUBJECTS / ORGANIZATION

Week	No of lessons	Lecturer	Subject and material/homework
7			
8			
9			Internship
10			Internship
11	4	NEJ	<ul style="list-style-type: none"> • WTO & Agriculture : https://www.wto.org/english/tratop_e/agric_e/agric_e.htm • Global goals: https://www.globalgoals.org/ • Organizations. From Co-op to multi-national
12			
13			Internship

LESSON PLAN - MANAGEMENT & LEADERSHIP

Week	No of lessons	Lecturer	Subject and material/homework
7			
8			
9			Internship
10			Internship
11			
12			
13			Internship
14			Internship
15	6	CFP	Introduction to management <ul style="list-style-type: none"> • Daily/weekly planning • "Smart charts" from the Internship
16	4	CFP	Leadership <ul style="list-style-type: none"> • Different leader types • Situation based leadership • Motivation
17	4	CFP	Vision-Mission-Values <ul style="list-style-type: none"> • Make your own <i>Code of Arms</i> • Presentation in class
18	6	CFP	Implementation <ul style="list-style-type: none"> • How to gather and handle new knowledge • Enemies of implementation
19			Internship
20			Internship
21	6	CFP	Communication <ul style="list-style-type: none"> • How to act convincing • Non-verbal communication
22	6	CFP	Implementation (continued) <ul style="list-style-type: none"> • <i>Three things I want to implement at home</i> • Presentation in class, with feedback on both contents and format
23	6	CFP	Who am I <ul style="list-style-type: none"> • Introduction to DISC-profiling • Self-test with individual feedback

FORMAL APPLICATION TO JOIN 20/40 WEEKS LIVESTOCK MANAGEMENT PROGRAM AT
DALUM ACADEMY OF AGRICULTURAL BUSSINESS - DENMARK.

INFORMATION REGARDING THE PROGRAM		
SEMESTER / TERM	Module 1 (20 weeks)	Module 2 (20 weeks)
February 2021		
September 2021		

INFORMATION REGARDING THE APPLICANT				
1	First name / Given name		Last name / Family name	
2	Date of birth: dd / mm / yyyy	F:	M:	OTHER:
		Sex (Use "X")		
3	Nationality / Country		Phone no	
4	E-mail		Passport no	
5	Passport expiration date dd / mm / yyyy			

INFORMATION REGARDING THE APPLICANT'S EMPLOYMENT / COMPANY		
6	Name of the company/sending body	Address
7	Postal code	City
8	Country	Phone no
9	E-mail contact @	Website
10	Employment: Department and applicant's duties / responsibilities	
11	Person of contact for requests regarding above info: <i>Name and contact info</i>	

Place & date

Student signature

As applicant and coming Dalum student I have by my signature confirmed that I am fully aware of content of program, curriculum, internship, living conditions and program fee etc. described in this document.

General conditions regarding participating 20 / 40-week Livestock management program at Dalum Academy of Agricultural Business- Denmark (DAAB)

Below set of guidelines for participation and evaluation etc. will be agreed and signed individually with each sending body or individual student before arrival to DAAB.

Regarding participation

- a) Participating lectures, internship and other professional and social activities are compulsory and only illness and other obvious reasons for absence will be accepted.
 - Specific conditions, rules and consequences will be agreed with sending body and DAAB.
 - The specific conditions will be presented to students before departure for Denmark/Dalum.
 - DAAB and sending body require written accept/signature from each student

Regarding educational program

- b) Performance, tests, Evaluation and grading
 - The students accepted to this program will be supervised, evaluated and tested frequently during the semester, through assignments and projects, stating present level.
 - The result/score from these tests, if not satisfied (Failed), can lead to exclusion from the program.
Further consequences have to be discussed with sending body before execution.
 - Non-satisfactory participation in practical exercises and internships can also lead to exclusion from the program.
Further consequences have to be discussed with sending body before execution.
 - Each module will be completed with final exam.
 - Minimum 2 teachers will perform the exam. Sending body will always have access to the exam, either as sit-in or as part of exam panel, by individual appointment
 - The student can choose to invite an assessor to attend exam, physically or virtually
 - In case the student wants to complain regarding exam, the procedure or other, the partners will each appoint a representative to deal with the complaint
 - To pass this course and to get a full diploma the student must have an average of minimum 02 in the final test and must pass the exam project
 - To get a full diploma the student can't have more than 10 % absence from internship or class

Exam & Evaluation:

The form of evaluation and exam are similar on both modules:

- 1) During the courses there will be various assignments/projects, both individual and group-based, that have to be handed in or presented, followed up by oral or written feedback from the lecturer
- 2) Individual written midterm-test in all subjects, mainly based on multiple-choice ideas, graded by scale elaborated below
- 3) Individual final exam, as written interdisciplinary project, with following oral defense. Final Exam will also include written report & portfolio from internships. Graded by scale elaborated below

Each student will be evaluated individually and graded according to the Danish National grading scale: https://ufm.dk/en/education/the-danish-education-system/grading-system?set_language=en&cl=en.

Other scales can be used in addition if requested by sending body.

Appeal: A student who fail the final exam, wanting to question the result, can appeal the score to DAAB teachers and these will discuss the appeal with sending body. Sending body will have final word and decide if the student should be offered 2nd chance (new/revised exam project or full program again).

7-point grading scale

The grading system used in all state-regulated education since August 2007 is the 7-point grading scale.

Grade	Description	ECTS	Old scale (00-13)
12	For an excellent performance displaying a high level of command of all aspects of the relevant material, with no or only a few minor weaknesses	A	13 11
10	For a very good performance displaying a high level of command of most aspects of the relevant material, with only minor weaknesses	B	10
7	For a good performance displaying good command of the relevant material but also some weaknesses	C	9 8
4	For a fair performance displaying some command of the relevant material but also some major weaknesses	D	7
02	For a performance meeting only the minimum requirements for acceptance	E	6
00	For a performance which does not meet the minimum requirements for acceptance	Fx	5 03
-3	For a performance which is unacceptable in all respects	F	00

02 is the minimum grade for passing an exam.

Apart from the 7-point grading scale, pass/fail assessment may also be used.