

GLC Internship Program



2023 Internship Handbook

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GLC Internship History and Mission Statement

Initially called the National Grazing Land Conservation Initiative, now the National Grazing Land Coalition, was established in 1991 in Bozeman Montana. The National GLC was first started by conservation, agriculture, and scientific organizations to help combat the decline in technical assistance given to ranchers by the NRCS. The National GLC is now a nationwide group of operators and organizations striving to maintain, improve, and teach about the management and health of our national grazing lands.

As a Regional coalition of the Texas GLC and the National GLC, the Coastal Prairie GLC has developed an internship program in partnership with local ranchers in the Coastal Prairie region. The GLC internship program will focus on the day-to-day operations of an economically driven cattle ranch, it will include everything from range management to how each operation markets their cattle.

Our mission is to provide the best possible learning environment and experience to the next generation of ranchers.



<https://texasglc.org/>

Grazing Land Coalition: Internship Program Overview

For the Potential Intern:

This internship program is being offered for individuals that want to learn the day-to-day operations of an economical cattle ranch with the intention of gaining more experience to go to the next level, wherever or whatever that may be. Students will be accompanied by a mentor on the chosen ranch and will be learning their daily operations. Students will write a summary at the end of this internship explaining everything they have learned, therefore note taking during or after each day will be encouraged. At the end of the internship there will be a meeting with the participating ranchers and interns to critique the summer. The main focuses during this internship will be, but not limited to:

- Economical grazing systems (rotational grazing, water distribution, infrastructure layout, and labor needs)
 - What works for a certain ranch, and what does not.
 - The speed of rotations
 - Location of pens and working schedules
- Brush Control Methods and new economic philosophy
 - IPT, Aerial, Ground Rigs
 - Strip Spray
 - Prescribed Burning
- Marketing of cattle in different ways
 - Private treaty, video sales, sale barns
 - Weaned cattle, bulls, replacement heifers, bred heifers, pairs, cull cattle
- Supplemental feeding & mineral programs
 - At different times of the year
 - Cubes, Tubs, Mineral, Winter pasture

- Animal Health: vaccinations, worming, etc. for cows, calves, and bulls at different times of the year
 - Economic importance of a vaccination program
- The economic incentive to have a weaning program in place on a ranch
 - The Value of Weaning
- Horse programs
- Wildlife management to enhance income opportunities
- Finance, record keeping, and the importance of budgets



Candidate Requirements

Candidates should first and foremost possess the will and intention to actively pursue a goal of improvement in the disciplines of range management. Common, important, and useful attributes of an individual who wishes to progress include discipline, dedication, and insightfulness. Aside from these universal characteristics of successful students, those chosen to participate in the program also should possess a few other, more agriculturally specific, attributes which will make their tenure a much more enjoyable and overall, a valuable experience.

Students selected to participate should have a good foundational knowledge of:

- The nature of agriculturally related business operations
- Water line/system repair
- Fence patching/building
- Mechanical/operational understanding of ranch equipment
- Ability to handle livestock
- Mindfulness and willingness to learn
- Last but not least, common general ranch knowledge

Candidate Requirements Contd.

While it is suggested that the student be familiar with each of these points, it of course is not absolutely necessary. We understand that to find an individual who possess all these traits is no simple task. Our goal is to build on these skills while simultaneously cultivating those which are either nonexistent or lacking. Thorough implementing this approach, we hope to be of service to the agricultural sector of our nation. Doing our part to ensure that the individuals graduating our universities are imparted with a well-rounded diverse knowledge of what it takes to operate a sustainable and successful agribusiness.



Coastal Prairie Grazing Lands Coalition Internship Program

Intern Application Process

Once a relationship has been established between the GLC, a cooperating University and a rancher - the following are the steps to be taken for an intern to get accepted and placed in an internship on a ranch.

1. The university will select and present a likely candidate(s) to the GLC board.
2. The candidate will email a resume to the GLC board.
3. After reviewing the resume an interview over the phone will be conducted.
4. After reviewing the resume and the phone interview the GLC will pick a cooperative rancher that would be a good fit. This rancher and at least one GLC member will interview the candidate in person. If this final interview is successful, then the intern has been accepted.
5. The intern and rancher work out logistics and begin planning for the summer.

Coastal Prairie Grazing Lands Coalition Internship Program

Cooperative Ranchers

The Grazing Land Coalition Internship program will be working with ranchers wishing to pass on their knowledge to the next generation. Ranchers participating in the program will be expected to take in and mentor one intern during the summer months from a participating college. Students will be matched with ranchers during the application process. The following is a list of requirements from the participating rancher:

- Be a member of their local Grazing Lands Coalition.
- Work with their local GLC Internship Board to be matched with an Intern.
- Provide housing and transportation as needed for the Intern.
- Provide a \$1,200/month stipend.
- Actively manage for better soil health and forage quality according to the Grazing Lands Coalition's Vision: - "Sustainable grazing lands - providing a healthy environment."

Some ranches will be more equipped to teach some areas better than others, it is just expected that each ranch teach and intentionally include the intern in all areas available on that operation.

The ranchers will also be expected to be involved in at least 2 summer symposiums where all the interns in the area come together to hear lectures concerning various topics, as well as do ranch tours and see firsthand rotational grazing methods, prescribed burns, chemical brush control applications and wildlife management strategies. Ranchers can contribute by providing their ranch as part of a tour or speaking on a certain topic.

GLC Internship Areas of Study

Assisting in cattle work

- Interns will have the opportunity to be involved in all day-to-day operations that pertain to the cattle operations.
- Most of the ranches will also be weaning during the period of the internship, this will be a great opportunity for students to get a hands-on experience.
- Students will also be assisting in checking cattle daily for health and soundness issues, then doctoring accordingly.

Supplemental feeding

- Interns will be assisting in daily supplemental feeding to all livestock.
- This exposure will not only be on the distribution of feed, but in the analysis of all other aspects such as body condition, maternal state, range condition, and protein levels.

Rotational Grazing

- Every ranch involved in the program has implemented a rotational grazing system.
- Students will be able to take part in the actual rotation of cattle and will also see the direct benefits to the rangeland.

Decision making process

- Interns will be exposed to the daily decision-making process that managers and employees must make, which will then help them to develop an understanding of all the difference aspects involved in daily management.

Infrastructure

- Students will be exposed to several different types of infrastructure on these ranches and will be involved in the construction and repair of these facilities.
- Daily exposure to the repair of fences and pens is key to any person aspiring to hold a position in the ranching industry.

Water Development

- Storage and distribution of water is key in all cattle and livestock operations.
- Students will be exposed to several strategies in water placement to increase grazing distribution.
- As well as the thought process that goes into placement and size of water storage facilities.

Office Work

- Time spent daily in the office will allow interns to be exposed to steps involved into making several management decisions.
- An understanding of how to put a cost with all applications involved, will be essential to bettering their management skills for the future.

Brush Control

- Students will be presented with several different method of brush control and will have the opportunity to take part in some individual plant treatment as well.
- They will also be able to see areas that have had several years of applications applied and understand more about the reoccurring maintenance that is needed tom secure the initial investment.

Maintenance of Equipment

- Interns will take part in daily maintenance of all equipment used, this will further educate students of several different types of equipment and how to keep them operating.

Prescribed Burns

- All ranches involved in the program implement the practice of prescribe burning.
- Interns will be able to see areas that were previously burned and how the rangeland has benefited from it.
- During the internship there will also be the chance to take part in summer burns, this will give interns the chance to see all the planning and precautions taken before, after, and during the burn.

CPGLC Internship Program - Summer Symposiums

Below are the planned events for the Summer of 2023. These symposiums will be designed to further educate the interns and allow them to see other ranches within the area. These symposiums will also be a time to insure GLC recommended practices are highlighted to the interns. *(Note: Event dates and times are subject to change)*

- Kickoff Event (May 25, 2023, 5:00 pm)
 - Parks Ranch, Fannin, TX.
 - All interns and GLC Board Members will meet each other and discuss expectations for the Summer.
- Wildlife & Ranch Budgeting (May 30, 2023, 12:00 pm)
 - JF Welder Heirs Office, Victoria, TX.
 - Developing a Ranch Budget
 - Ranch Calculators (Clifford Carter)
- Open Week (June 5-9th, 2023)
 - Events might be added.
 - Looking into Pesticide Licensing
- Herd Health Program (June 21st, 2023, 6:00 pm)
 - Diebel Ranch, Victoria, TX.
 - Bobby Nix of Merck will lead a discussion on animal health.
- Range and Quail Management (June 14th, 2023, 6:30 am)
 - Sarco Creek Ranch, Goliad, TX.
 - Quail Management and Call Counts
 - Range Management
 - Key Forage Species and their Management
 - Forage Inventory
- Brush Management (June 28th, 2023, 9:00 am)
 - McFaddin Enterprises, McFaddin, TX.

- Mechanical and Chemical Brush Management
 - Daniels Flying Service, Tivoli, TX.
 - Overview of chemical brush & weed management in the Coastal Prairie Region: Andy Biery of Daniels Flying Service
- Intensive Grazing (July 5th, 2023, 9:00 am)
 - Mitchell Cattle Company, Lolita, TX.
 - How to plan and apply management intensive grazing to get the most out of your forage while maintain animal performance.
- Mineral Resource Management and Surface Use Considerations (July 12th, 2022, 3:00 pm)
 - JF Welder Heirs Office, Victoria, TX.
 - Managing easements on the ranch with oil and green energy companies.
- Wildlife Tour & Ranch Lending (July 19th, 2023, 7:00 am)
 - Gordon Equities, Victoria, TX.
 - Overview of habitat management practices for wildlife.
 - Prosperity Bank, Victoria, TX.
 - Overview of ranching finance and bank lending.
- Feeder Tour (July 26th, 2023, 9:00 am)
 - Texanna, Feeders, Floresville, TX
 - Feedlot operation – in pens and on grass
 - Dean & Peeler, Poth, TX.
 - Overview of a successful retail operation.
- Closeout Event (August 3rd, 2023 4:00 pm)
 - Sarco Creek Ranch HQ, Goliad, TX.
 - Jeff Geider

- Ranch Plan Presentations
- Recap of events and internship critique.

Summer Symposium Questions & Assignments

To encourage dialogue for each event, we would like for you come up with a set of questions before each event. Prior to certain events we will ask you a set of questions to better prepare yourself. Also, some events will have assignments associated with them.

Kickoff Event (May 25th, 2023 at Parks Ranch in Fannin, TX, 5:00 pm)

Assignment:

1. The ‘Ranch Problem’ will be assigned for you to work on. Completion and wrap-up discussion of the ‘Ranch Problem’ will conclude at a date TBD.

Questions:

1. What are your strengths, and what do you bring to the ranch in which your assigned?

2. What are do you need development in to become a better asset? _____

Notes: _____

Open Week (June 5th through 9th)

Assignment: TBD

Notes: _____

Range and Quail Management (June 14^h, 2023 at Sarco Creek Ranch, 6:30 am)

Notes: _____

[illegible]

Herd Health Program (June 21st, 2023 Diebel Cattle Company HQ, 6:00 pm)

Assignment:

1. In visiting your ranch, what are the current challenges to herd health? _____

Notes: _____

[illegible]

Brush Management Program (June 28th, 2023 at McFaddin Enterprises and Daniels Flying Service, 9:00 am)

Assignment:

1. Familiarize yourself with ERM-1466. <http://forages.tamu.edu/PDF/ERM-1466.pdf>
2. Study chemical options for the following species.
 - a. Huisache, Mesquite, McCartney Rose, Running Live Oak

Notes: _____

Intensive Grazing (July 5^h, 2023 at Mitchell Cattle Company, Lolita, TX , 9:00 am)

Notes: _____

[illegible]

Wildlife Management & Ranch Lending and Banking Finance (July 19th, 2023 Gordon Equities Ranch & Prosperity Bank, Victoria, TX, 7:00 am)

Assignment:

1. Discuss the difference between economic and financial decisions on a ranch.
2. Develop questions you might have in terms of wildlife management.

Notes: _____

Feeder Tour, Texanna Feeders, Floresville, TX (July 26th, 2023, 9:00 am)

Assignment:

1. Review the following before the event.

<https://cdn-ext.agnet.tamu.edu/wp-content/uploads/2019/10/EL5246-retained-ownership-strategies-for-cattlemen-1.pdf>

2. Discuss break even scenario for weaned calves that are fed on your operation before the event. _____

3. Describe how your ranch markets its livestock. _____

Notes: _____

[illegible]

Closeout Event (August 3rd, 2023 at Sarco Creek Ranch HQ at 4:00 pm)

Assignment:

- a.* Be ready to share your thoughts/concerns for the summer.
- b.* Present your ranch plan to the group.

Notes: _____

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