



ORGANIC AND  
REGENERATIVE  
INVESTMENT  
COOPERATIVE

## ORGANIC & BIODYNAMIC PRODUCER SCHOLARSHIP

[ORICoop is an Organic Producer Cooperative](#) that works across the organic industry, identifying barriers and solutions for expanding organic food and farming production. One of the key barriers at this time is attracting and enabling the next generation of organic farmers, producers and on-farm experts. And enabling the transfer of knowledge from our pioneer producers to next generation organic farmers.

We have tailored these [Organic and Biodynamic Producer Scholarships](#) that provide hands on work experience and career options for people interested to learn and explore a career in organic and biodynamic agriculture, food processing and certification. We are seeking interest from businesses to sponsor these students to support our next generation of organic producers!

### Scholarship Content:-

- On-Farm learning work experience across different types of organic farms
- Remote monthly education & relevant knowledge building for each student
- Targeted short courses relevant to farm, practical and knowledge gap of students
- Address specific peer to peer on-farm research gaps and knowledge
- Expert Advisory Panel that offers best practice knowledge transfer

### Scholarship includes:-

- Farm mentorship offered by host by individual arrangement
- Online content (remote, organic farm systems and business) over 12 mth duration
- Plus Short Courses (specific to each scholar needs)
- Overseeing/Mentoring (by farm plus external advisor/mentor)
- Hosting student mentor sessions for ongoing student connection
- Regular online mentoring within network with expert providers (provided by ORICoop)

### Scholarship Process:-

- Industry funders (grain, dairy, horticulture, sustainability, processing, certification)
- Cost per scholarship from \$5,000 (inc GST) including in-kind contributions
- Advertise scholarships - with sponsors/funders included (Nov/Dec 2021)
- Advisory committee assists in selection of candidates and integrity of scholarships
- Call for EOI for Scholarship Applications (10) by end of 2021
- Successful students confirmed in 2021
- First Scholarships to start in Feb/March 2022
- Students complete on-farm experience as part of scholarship
- Students complete education including on-farm research project



ORGANIC AND  
REGENERATIVE  
INVESTMENT  
COOPERATIVE

### Framework of Scholarship over the year between organic businesses:-

- Orientation Weekend (in person if possible) - February (Riverina)
  - Organic fundamentals, organic industry, commodities, safety, expectations
- Host Farm (1) - Orientation on Farms (1st month)
  - Weekly Check In - Mentors report back
  - Monthly 3hr group sessions with experienced educators (relevant topics)
    - Includes student networking and learning support
  - Initiate Research Project/Review plus OMP
- Complete On-Farm Experience (up to 12mth period)
- Complete student led Farm Research Project
- End of Scholarship Farm Tour (regionally) - arranged by ORICoop (with farm hosts)

### Is your business interested in sponsoring an Organic Producer Scholarship?

- **Full Scholarship (Gold Donor) - \$10,000 (inc GST)**
  - Your business featured in all advertising for Scholarships (online and brochures)
  - Ongoing promotion for 12 month duration of scholar
  - Support and contact with donor recipient during scholarship period
  - Your business included in the End of Scholarship report credit
  - First option of rolling scholarship in next year
- **Partial Scholarship (Silver Donor) - \$5,000 - \$9,500**
  - Silver level advertising for Scholarships (online and brochures)
  - Ongoing promotion for 12 month duration of scholar (as silver donor)
  - First option of rolling scholarship in next year (as silver donor)
- **Partial Scholarship (Bronze Donor) - \$2,500- \$5,000**
  - Bronze level advertising for Scholarships (online and brochures)
  - Ongoing promotion for 12 month duration of scholar (as bronze donor)
  - First option of rolling scholarship in next year (as bronze donor)
- **Smaller Donation (can be tax deductible)**
  - Included as contributor to the Scholarship pool

To register your interest in sponsoring a Scholar email  
[carolyn@organicinvestmentcooperative.com.au](mailto:carolyn@organicinvestmentcooperative.com.au).

Include your level of sponsorship, plus your preference for the type sponsorship (see scholarship options above) . We are also taking Expressions of Interest from businesses interested to host students.

\*\* For those interested to [apply for a scholarship](#) they will be released in November.



ORGANIC AND  
REGENERATIVE  
INVESTMENT  
COOPERATIVE

## SCHOLARSHIP OPPORTUNITIES OPEN (pending funding):-

- Livestock Scholarship
  - Grain Scholarship
  - Dairy Scholarship
  - Horticulture Scholarship
  - Tree Crops Scholarship
  - Young Farmers Scholarship
  - CSA Scholarship
  - Biodynamic Scholarship
  - Certification Scholarship
  - Eco-Credit Scholarship
- **Livestock** - working on beef or sheep enterprises. Includes animal handling, health, grazing knowledge, soil health, nutrition, potentially sales and marketing.
  - **Grain Scholarship** - working on mixed grain enterprises (can also include some livestock experience). Includes soil health, rotational cropping, tractor and machinery experience, potentially sales and marketing.
  - **Dairy Scholarship** - working on dairy enterprises. Includes animal handling, regular milking, grazing and rotational cropping, soil health, animal and soil nutrition, milk quality and breeding.
  - **Horticulture Scholarship** - includes mixed horticulture enterprises. Tractor and machinery experience, plus smaller scale operations, pest and disease detection and management, rotational cropping, plus sales & marketing experience.
  - **Tree Crops Scholarship** - includes working with orchards and tree crops. Includes pruning, picking, tractor and machinery experience, pest and disease detection and management. Plus sales and marketing experience for some producers.
  - **Young Farmers Scholarship** (18-35 years old) across a mix of enterprises, enabling young people to gain experience and knowledge with successful organic producers. Young Farmers will have a mix of different enterprises from the above - pending their interest and potential farm hosts.
  - **CSA Scholarship** - (Community Supported Agriculture) - including vegetable boxes, grain enterprises and dairy all participating in a CSA business system. Scholarship will include hands on learning, plus birds eye view in the running of a CSA business
  - **Biodynamic Scholarship** - includes a mix of different enterprises (grain, dairy and tree crops minimum) that all practice biodynamic practices. The scholarship is tailored to a student passionate about biodynamic agriculture and interested to learn about different production systems plus the application of BD500, maintaining healthy soils and making of biodynamic compost.
  - **Certification Scholarship** is hosted by the certifiers, to offer the scholar a hands-on view of the certification and audit process for organic producers.
  - **Eco-Credit Scholarship** is hosted by ORICoop, to offer the scholar hands-on learning of natural capital accounting, sustainability, carbon and net-zero.



ORGANIC AND  
REGENERATIVE  
INVESTMENT  
COOPERATIVE

**Application process:-**

- Financial sponsorship sought from organic businesses for each scholarship
- Advisory Committee assists in selection of candidates & scholarship integrity
  - Potential scholars register interest in a scholarship of their choice (see list)
  - Applications received to end November - Scholarships awarded mid-December
  - First scholarships to start in February 2022
- The Advisory Committee shall review all applications and select the most suitable candidates for each scholarship based on the information provided
- Students complete on-farm experience, plus online education with research project at completion of scholarship
- Each student will receive a Scholarship Certificate outlining their skills, education and competency achievements for the duration of the scholarship.

**To be eligible to apply for the Organic Producers Scholarship you must:-**

- Be at least 18 years of age at the time of commencing the scholarship
- Be legally able to work in Australia, and have intentions of long term career pathways
- Be prepared to participate in the mentorship and training provided
- Be independent, forthright, law abiding and able to communicate effectively
- Be able to demonstrate your background, experience and interest in organic system

To register your interest in sponsoring a Scholar email:-

[carolyn@organicinvestmentcooperative.com.au](mailto:carolyn@organicinvestmentcooperative.com.au).

Include your level of sponsorship, plus your preference for the type sponsorship (see scholarship options above). We are also taking Expressions of Interest from businesses interested to host students.

\*\* For those interested to [apply for a scholarship](#) they will be released in November (only funded scholarships will be offered)



ORGANIC AND  
REGENERATIVE  
INVESTMENT  
COOPERATIVE

## FREQUENTLY ASKED QUESTIONS (FAQS)

### 1) As a farm host - what are my responsibilities?

- a) We are seeking farm hosts that are experienced and well versed in organic, biodynamic and/or regenerative agriculture. The program is designed to benefit incoming students in their quest to become organic or biodynamic producers in their own right. The Scholarship is not purely a labour source, but a learning and knowledge exchange. We expect the farm host to dedicate 5-10hrs a week in learning and educational experiences as part of the work requirements involved on each farm.

### 2) What is included in the Scholarship cost?

- a) Orientation weekend - including the tuition, accommodation and lodgings
- b) All course fees are covered as part of the cost (either at cost or in-kind)
- c) Mentors are paid for their time through the year
- d) The Regional Farm Tour at the end of the scholarship is covered (transport, board and lodgings)
- e) ORICoop's management of the scholarship program, including ongoing contact with the producers, the education providers and the mentors.

### 3) Will I receive a formal qualification after completing the Scholarship?

- a) All Scholars that complete the scholarship program will receive a Certificate of Completion, plus competency in all the completed courses. If students opt to complete a Certificate IV or other registered courses (Yanco) these will be included in the list of competencies

### 4) Courses options that are included in cost of Scholarship (pending students approval):-

- Digging Deeper (David Hardwick) - 2 days
- Organic Farm Systems Thinking - 1 group session
- Making on-farm Compost (David Hardwick) - 2 days
- Rural Landscapes (David Hardwick) - 2 days
- Business Systems & Financial literacy (Shine) - 1-2 group session/workshop
- Reboot your Farm (David Hardwick) - 2 days
- Demeter biodynamic workshops (in each region) - 1/workshop/scholar
- Practical On-Farm Experience & Skills (Hay/Yanco)
  - Grain industry skills (safe work practices, technology)
  - Dairy Industry - animal husbandry, pasture and fertility management
  - Livestock Industry - animal husbandry, pasture & fertility management
  - Hort/Industry - safe workplace, regulatory barriers, soil health & fertility
- Cert IV in Agriculture (online and remote over 18mths) - if/when relevant
- Existing Agriculture Courses (enable traineeship register)
  - [Bendigo TAFE](#) - Cert IV only / [Longy College](#) - trainee host
  - NEC (Organic Farm units only)/ Southern Cross University (Grad Dip)



ORGANIC AND  
REGENERATIVE  
INVESTMENT  
COOPERATIVE

**5) Are students covered under any type of insurance?**

- a) We expect all Farm Hosts to have their own public indemnity insurance and work cover (if students are employed). If students are in a work/exchange they may have cover under our volunteer exchange policy for you as an ORICoop member (to approved members only)

**6) Are the scholars paid during the scholarship period?**

- a) Each Scholarship arrangement is tailored to the needs of the scholar and the producer hosting the scholar. All arrangements will be fully documented between parties. Different options include students being employed (at relevant wage), other options may include a Traineeship or Residential Scholarship enabling you to be provided with the learning experience in exchange for your labour by mutual written agreement.

**7) What is the mentorship role for?**

- a) The mentor will check in with you as to your progress and enjoyment and learning within the scholarship. We ensure these experiences are valuable, safe and enriching for all parties involved. If there are any concerns ORICoop will assist to manage a practical and beneficial outcome.

**8) Am I likely to be offered a full time position following the scholarship?**

- a) Depending on your work ethic and interest - highly likely! All producers registered are interested in supporting the next generation and the transfer of knowledge. We are building a team of experienced and keen next generation farmers! With this scholarship you will have a mix of on-farm practical and theoretical knowledge that is of great value in the organic and biodynamic industry.

**9) What if I want/need to change farm host? Due to personality or location?**

- a) We will do our best to match farms with students in the interim. However sometimes personalities or experiences are not what they seem. As a successful applicant you have an option to transfer to another farm during the existing period. If you opt to cease the scholarship the funding allocated will be reallocated to the next student.

**10) Who oversees the funding and selection process?**

- a) We have put together a Scholarship Advisory Team who oversee the funding and selection process.
  - i) **Greg Paynter** - highly experienced organic farmer and pioneer
  - ii) **Tanya Massy** - passionate regenerative producer, and well versed in scholarship programs around the world
  - iii) **Carolyn Suggate** - founder of ORICoop and the scholarship program. Experienced in internships and managing student relationships.
  - iv) **Trevor Moyle** - ORICoop board member and advocate of knowledge transfer in organic and localised farming systems