



New Entrant Program (NEP) Committee
Meeting of May 31, 2018
Summary Notes & Recommendations

Members in Attendance:

Jeremy Wiebe, Chair of the NEP Committee; Cornelis Hertgers, BCMMB; Rob Delage, Vicki Crites, BCMMB staff; Dave Taylor, BCDA; Phil Owen, BCDA; Sarah Sache, MMPA; Gord Ferguson, KODA; Ben Cuthbert, IMPO; Mike Duncan, MYMP; Matt Schmidt, GEP producer

By teleconference: Paul Davidson, Bulkley Valley

Regrets: Nathan Klein Geltink, GEP producer; Elizabeth Schouten, BCDA staff

The NEP Committee provides recommendations for the Board to consider as part of the Board's overall consultation for a "new" New Entrant Program.

The committee met at the Board's request (from the May 16, 2018 Board meeting) to consider the specifics of the eligibility requirements and selection process, as well as the New Entrant Rules for a future new entrant program.

The NEP Committee made the following recommendations for the Board to consider:

1) Eligibility Requirements:

- Must be 19 years of age
- Must be a BC resident
- Can only submit one application per farm facility
- a minimum of six months' – two years' (?) on-farm dairy experience; dairy farm internships
- plus some "agriculture related" education, this could be for example, the completion of one of the agriculture diploma programs at the University of the Fraser Valley (or other academic institution); successful completion of the BCDA DairyPro program would also qualify. No minimum credential or time period specified for education component.
- Minimum of two letters of reference: recommend that the referees can speak to their on-farm experience/ability
- Cannot previously or currently own or have interest in any supply-managed quota anywhere in Canada

2) Application:

- Process takes place only every 2 years; perhaps 3 years with the first launch: ie. In 2019 (choose 9 candidates to start over period 2019-2021; then run the process in 2022 for 2022-2024)? Run the process in the even years, every 2 years. Is a January application deadline with the 2-month lead time for documents enough time to get someone started same year?
- No waitlist; new process every 2 years
- Non-refundable application fee of \$250 with initial application (this is what the Board has now for GEP)
- \$10,000 deposit if the candidate accepts the invitation to start from the Board. It will be used for quota on the quota exchange. However, if they withdraw after accepting the invitation, the money is non-refundable.
- The applicant would include some minimum qualification documents with the application form.
- a short essay explaining their background and why they would be a good candidate for the program, plus proof of BC residency, etc., but would otherwise simply sign a declaration stating that they have read, understood and have all of the requirements as stated on the application for the program.
- The essay would not be judged by staff but would potentially limit the number of applications and if the candidates are drawn in the lottery; the essays would be turned over to the selection committee as background info for the interview process.

3) Lottery:

- Rather than have staff review all applications for completeness/requirements met, the Board would have an independent audit firm run a lottery and draw 16 (?) applications from all applications received by deadline date.
- Next the Board contacts all 16 (?) lottery winners and gives them 2 months(?) to provide all documentation to the Board, including:
 1. Two letters of reference
 2. Two-year specific business plan, including farm location (with details about how quickly it could be leased)
 3. 5-10 year more general business plan
 4. Education documentation

4) Selection Process:

- **Outside Selection Committee** will interview all 16 Candidates
- Will rank them based on a standard set of questions (with numerical scores) so that (as objectively as possible) all can be ranked 1-16.

- The ranked list will be given to the Board, who invites the top 6 over 2 years to start. If for any reason, one or more cannot start, the Board moves to the next name on the list.
- **Outside Selection Committee (5 members):**
 - **1 financial services representative**
 - **1 agri-business representative**
 - **1 BCDA nominated current producer**
 - **1 BCMMB appointed NEP/GEP producer**
 - **1 BCMMB staff member**

The committee recommends that at least 3 of these members are re-appointed with each NEP round.

- 5) Post-selection commitments by NEP producers (for 10 years)/NEP Rules:
- The NEP producer would be required to complete the proAction on-farm validation in person **annually** for a minimum of the first 5 years of the program.
 - Requirement to attend at least one regional producer meeting annually and update them on their progress/challenges as new farmers (for 5 years?)
 - Must remain registered with all approved modules of proAction