

Skills Matrix for Stockperson Apprenticeship

Name: _____

		<i>Complete date of competence achieved (optional units shaded)</i>			
KSB code	KSB statement	Apprentice has been shown / taught	Apprentice can complete with some supervision	Apprentice can complete without supervision	Apprentice can complete competently
K1	Health and safety legislation and codes of practice in relation to the job role/workplace including contingency/emergency plans				
K2	Practical health and safety information to ensure everyone is safe in the workplace				
K3	Safe operation of a relevant farm vehicle				
K4	Relevant animal welfare codes of practice (including five freedoms), legislation and company policies				
K5	Importance of relevant record keeping systems and storage				
K6	Awareness of input costs, cost of production and margins				
K7	Awareness of key performance indicators (farm and industry averages)				
K8	High standards of hygiene and biosecurity				
K9	Signs of ill health and welfare issues and the action required to mitigate (including referrals where appropriate)				
K10	Safe use of veterinary medicines, including the importance of correct dosage / application of antibiotics and anthelmintics				
K11	Breed differences and characteristics				
K12	Environmental needs of the animals including housing and accommodation and the impact of any change				
K13	Correct feed and water for relevant livestock and growth stage				
K14	Production cycle of livestock				
K15	Correct procedures for breeding, feeding, handling, selection, moving and transporting of livestock to include appreciation of animal needs and behaviours in a variety of circumstances				
K16	Impact of stockpersons behaviour on livestock				
K17	Security procedures for the unit				
K18	Safe and effective maintenance of equipment				
K19	Importance of good environmental practice				
K20	Procedures for maintaining sufficient stocks				
K21	How technology can assist business efficiency				
K22	Customers' and assurance scheme requirements				
K23	Supply chains in which they are working				

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S1	Promote and maintain health, safety and security both personally and across the site including correct first aid responses				
S2	Use appropriate technology to support the role				
S3	Keep accurate records relevant to job role				
S4	Prepare and operate machinery and other equipment for safe and efficient use				
S5	Implement and monitor site bio-security (including isolation) as per farm plan				
S6	Prepare accommodation for incoming livestock including cleaning and disinfecting				
S7	Monitor and maintain the health and welfare of livestock				
S8	Administer treatments, where appropriate, as per farm health plan				
S9	Competently operate (to certified level) a relevant vehicle used in the business				
S10	Feed stock according to instruction				
S11	Assess the condition and behaviour of animals at feeding				
S12	Provide water of sufficient quality and quantity				
S13	Prepare livestock and facilities for transfer as appropriate				
S14	Handle and restrain livestock in a safe and appropriate manner				
S15	Move animals without causing undue stress				
S16	Identify signs of heat				
S17	Monitor and maintain livestock during pregnancy				
S18	Monitor and maintain the care of livestock during and after birth with assistance where appropriate				
S(B)1	Identify animals correctly (including tagging procedures)				
S(B)2	Assess lameness and respond appropriately				
S(B)3	Carry out calf disbudding				
S(P)1	Identify animals appropriately				
S(P)2	Store and use livestock semen appropriately				
S(P)3	Carry out Artificial insemination on livestock / supervise natural mating				
S(P)4	Administer relevant treatments to animals such as vaccination and euthanasia				
S(P)5	Assess / respond to ventilation needs				

Complete date of competence achieved (optional units shaded)

KSB code	KSB statement	Apprentice has been shown / taught	Apprentice can complete with some supervision	Apprentice can complete without supervision	Apprentice can complete competently
S(D)1	Prepare livestock for and carry out milking				
S(D)2	Recognise mastitis and respond appropriately				
S(D)3	Assess lameness and respond appropriately				
S(D)4	Carry out calf disbudding				
S(D)5	Identify animals correctly (including tagging procedures)				
S(S)1	Prepare for shearing/wool handling				
S(S)2	Carry out crutching				
S(S)3	Identify animals correctly (including electronic identification device tagging procedures)				
S(S)4	Assess lameness and treat as appropriate				
S(S)5	Carry out tail docking and castration as appropriate				
B1	Have a strong work ethic including pride in work, attention to detail, integrity, honesty, time management, loyalty and respect for others				
B2	Positive attitude, motivated, dependable, ethical, responsible, flexible and reliable				
B3	A willingness to learn and contribute to their own continuing professional development				
B4	Provide high standard of welfare to the livestock under their care and be accountable for their own actions				
B5	Able to adapt to change in conditions, technologies, situations and working environments				
B6	Willingness to accept changing priorities and work patterns when new jobs need to be done, or requirements change				
B7	A clear and effective communicator				
B8	Able to give/receive information accurately, timely and in a positive manner				
B9	Work and contribute effectively in a team				
B10	Ability to work on own initiative and know when to seek help when appropriate				
B11	Work proactively with internal and external people to achieve positive outcomes				
B12	Embrace a safety culture and apply proactively to self, colleagues and visitors				