

Skills Matrix for Stockperson Apprenticeship

Name: _____

| KSB code | KSB statement | Complete date of competence achieved (optional units shaded) | | | |
|----------|--|--|---|---|-------------------------------------|
| | | 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 | | | | |

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|----------|--|------------------------------------|---|---|-------------------------------------|
| 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 | | | | |