

## **General Farm worker Level 2**

### **The broad purpose of the occupation is ...**

to support the operations of farm enterprises through maintaining a culture of health and safety, biosecurity, engaging with third parties, maintaining crop, animal handling and health and maintenance and cleanliness of machinery. The General Farm Worker will typically be required to drive farm vehicles and must hold the appropriate license. The individual will work alongside the supervisor, supporting daily operations for the farm enterprises including identifying and maintaining animal or plant health performance, conducting routine tasks and assisting with general record keeping practices. The individual will manage the storage of forage and crop, minimising waste and disposing of necessary waste appropriately.

A General Farm Worker is likely to specialise in Livestock or Crop. This Apprenticeship Occupational Standard takes a core and options approach. All apprentices will complete the core and must select the one most appropriate option to their role: Livestock Worker or Crop Worker.

### **In their daily work, an employee in this occupation interacts with ...**

internal farm team reporting to line manager, and with a number of external stakeholders including; vets, farm advisor, contractors and other consultants to the business.

### **An employee in this occupation will be responsible for ...**

carrying out routine farm work in accordance with business standards and under the instruction of their manager. This would include assisting with animal and plant health and nutrition, maintaining Health and Safety and Biosecurity, operating farm vehicles and optimising the environmental impact of animal and crop performance. Office work is minimal although basic daily record keeping will be required. Typical working hours will depend on farm type and labour structure. A Farm worker will be expected to do long hours, only as permitted within UK employment law.

### **List any job titles typically held by individuals undertaking this occupation**

(Assistant) herdsman, tractor driver, shepherd, general farm operative, Stockperson

### **Duties**

#### **Duty 1 (Core)**

In this occupation a fully competent employee can:

Undertake "safe and effective" activities as instructed and recording activity daily e.g cleaning machinery, monitoring and recording livestock (livestock checks).

Days required to complete off the job training for this duty: 4

#### **Duty 2 (core)**

In this occupation a fully competent employee can:

Operate within strict biosecurity practices e.g implementing visitor policy

Days required to complete off the job training for this duty: 1

### Duty 3 (Core)

In this occupation a fully competent employee can:

Maintain satisfactory environment for the animals such as ensuring clean bedding, water and shelter.

Days required to complete off the job training for this duty: 3

### Duty 4 (core)

In this occupation a fully competent employee can:

Restrain and handle animals in a safe and appropriate manner

Days required to complete off the job training for this duty; 2

### Duty 5 (core)

In this occupation a fully competent employee can:

Operate agricultural vehicles relevant to the business safely, legally and in line with current legislation

Days required to complete off the job training for this duty: 3

### Duty 6 (core)

In this occupation a fully competent employee can:

Recognise environmental risk and carry out operations to minimise environmental impact, such as avoiding pollution of soil, air and water courses. Check and maintain field boundaries.

Days required to complete off the job training for this duty: 3

### Duty 7 (core)

In this occupation a fully competent employee can:

Prepare and maintain crop/forage storage as per instruction such as monitoring pests, vermin in crop or bulk bins and temperature monitoring

Days required to complete off the job training for this duty: 2

### Duty 8 (core)

In this occupation a fully competent employee can:

Monitor and maintain farm infrastructure, machinery and non-production areas as instructed, such as checking oil in farm machinery, maintaining fences, general building maintenance

Days required to complete off the job training for this duty: 5

#### Duty 9 (core)

In this occupation a fully competent employee can:

Implement effective storage and disposal of waste in accordance with regulation such as chemicals, sharps, organic and non-organic waste

Days required to complete off the job training for this duty: 1

#### Duty 10 (Option for livestock)

In this occupation a fully competent employee can:

Carry out routine health and welfare checks on livestock and report on health and production performance by identifying when this is abnormal. This includes administration of routine treatments, under supervision and engaging with third parties such as vets.

Days required to complete off the job training for this duty: 4

#### Duty 11 (option livestock)

In this occupation a fully competent employee can:

Monitor and select grass for either grazing or forage production - recognising and reporting on the growth, health and maintenance of a chosen grassland sward.

Days required to complete off the job training for this duty: 4

#### Duty 12 (Option for livestock)

In this occupation a fully competent employee can:

Feed Animals as instructed and ensure fresh water is always accessible.

Days required to complete off the job training for this duty: 2

Duty 13 (option livestock – apprentice may need to go to a farm where this is happening, will be classed as off the job training)

In this occupation a fully competent employee can:

Monitor animals prior to, during and post parturition, assisting with associated husbandry.

Days required to complete off the job training for this duty: 3

#### Duty 14 (Option livestock off the job comment)

In this occupation a fully competent employee can:

Perform relevant stock breeding related tasks under instruction; selection of animals, identification of signs of heat, assisting with service duties

Days required to complete off the job training for this duty: 5

Duty 15 (option crop)

In this occupation a fully competent employee can:

Perform crop and or forage operations as per instruction; e.g combining, plate meter reading

Days required to complete off the job training for this duty: 5

Duty 16 (option crop)

In this occupation a fully competent employee can:

Recognise and record (verbally and written) on the growth and health of crops

Days required to complete off the job training for this duty: 4

Duty 17 (option crops)

In this occupation a fully competent employee can:

Assist with preparation and planting of field scale crops

Days required to complete off the job training for this duty: 4

Duty 18 (option crops)

In this occupation a fully competent employee can:

Safely load, unload and transport harvested crops in accordance with legislation and codes of practice

Days required to complete off the job training for this duty: 2

Duty 19 (option crops)

In this occupation a fully competent employee can:

Recognise good and poor quality in growing, harvested and stored crops

Days required to complete off the job training for this duty: 3

## **Additional Information**

Typical duration of apprenticeship: 12 months (minimum of 12 months, but allow 18 months to complete on the job training)

Proposed occupational level: 2

How many job adverts are currently available: As of Friday 20<sup>th</sup> December 2019:

1076 jobs on Total Jobs (<https://www.totaljobs.com/jobs/general-farm-manager>)

45 jobs on Indeed (<https://www.indeed.co.uk/jobs?q=general+farm+worker&l=>) and

29 jobs on Farmers Weekly (

<https://jobs.fwi.co.uk/searchjobs/?Keywords=General+farm+manager&radialtown=&LocationId=&RadialLocation=5>)

Please estimate the typical number of annual starts on your proposed apprenticeship standard: not known

What is the Standard Occupational Code (SOC) for the occupation? 9111 Farm workers

**Standalone occupation: please confirm that the proposed apprenticeship relates to a standalone occupation, and explain how it will fit in with any associated apprenticeship standards and list any further occupations for which you plan to submit proposals?**

The existing Stockperson level 2 will be retired and will be replaced by this General Farm Worker standard. There is a high level of demand from employers for this change, as the General Farm Worker allows mixed farms to gain the employees with a wider range of skills to complete all tasks. The apprentices will have options to further progress their development and skills with more specific sector based apprenticeships with Crop Technician Level 3 and Livestock Unit Manager Level 3.

Following consultation with the Trailblazer Agricultural Employer Group (TAEG) total of 7 employers that represent a workforce of approx. 1000 employees in Agriculture and Horticulture, the challenge arose that whilst the level stockperson was a temporary fit, the level 2 mixed general farming is more suited for the job needs. This new standard will allow apprentices to complete more tasks and duties and gain the wider skill set that is needed by employers.

AHDB commissioned a consultation survey to the wider industry; the survey was opened on 1<sup>st</sup> October and ran until 27<sup>th</sup> October. The brief, objectives and link for the survey was communicated through the TAEG and the Skills Leadership Group to further disseminate to their networks. Both AHDB and NFU communicated the consultation with a press release, which featured in the industry's leading publications; Farmers Weekly, Farmers Guardian, Farming UK and NFU Membership Newsletter. The survey has also been communicated via Twitter, Facebook and LinkedIn.

In total, 101 responses were received to provide a general consensus to the question; do you agree that setting a Standard for General Farm Worker apprenticeships is a positive development for the industry? With 85 out of 101 respondents answering yes, it is therefore a strong business case to progress with the application.

The results captured a wide range of farm businesses, covering all the sectors and across the supply chain but the comments received were consistent in stating that the current frameworks are fit for purpose, but as they are due to be phased out, there is a real need to replace them and this standard delivers this. There is still a huge demand to include qualifications and certificates in the apprenticeship, with 12 employers specifically stating their challenges with this.