

Livestock Unit Technician Level 3

The broad purpose of the occupation is ...

To operationally manage the livestock related tasks on the farm such as animal health and welfare from conception and birth through to the customer; and to support business productivity. The individual will make key decisions on a day-to-day basis, ensuring the standards of cross compliance, farm assurance, biosecurity and infrastructure security are met. The Livestock Unit Technician will usually only work with one species. The role will include the safe use and maintenance of farm vehicles, including the equipment used for transporting or producing feed. The individual will be required to understand, record and meet the business Key Performance Indicators that are set out by the employer.

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

internally with team members including line manager, business owner (principal) /manager and other departments (if applicable) on the farm. They may have the opportunity to manage people internally and manage external relationships. The individual will work alongside allied industry, to make formative decisions to assist the productivity of the livestock including breeding, nutrition and health plan. In addition to this, they will provide factual data to third parties involved in the farm such as assurance auditors and vets.

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

making decisions about daily management of livestock such as changes in diet based on nutritional values in feed. They will manage livestock before, during and after parturition, providing accommodation that meets the animal's requirements for optimal health and performance. They also select and prepare livestock for sale or transfer. The individual will be responsible for completing daily records and reporting to senior management, assisting with overall strategic decisions to help drive productivity, livestock welfare and farm health and safety in line with industry standards. Depending on the business structure, they may supervise junior members of staff. Typical working hours will depend on farm type and labour structure (for example, dairy farms require early start due to milking). 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

Herd Manager, Head Shepherd, Flock Manager, Unit Manager, Head Stockperson

Duties

Duty 1

In this occupation a fully competent employee can:

Implement biosecurity and infrastructure security in accordance with farm health and safety standards

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

Duty 2

In this occupation a fully competent employee can:

Manage nutrition of livestock relevant to the stage of production

Days required to complete off the job training for this duty: 6

Duty 3

In this occupation a fully competent employee can:

Maintain, analyse and utilise production records to improve productivity and aid compliance, reporting to senior management with insight and results.

Days required to complete off the job training for this duty: 6

Duty 4

In this occupation a fully competent employee can:

Manage the health and welfare of livestock pre, during and post parturition, updating health plan and recording data on livestock performance

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

Duty 5

In this occupation a fully competent employee can:

Operate and maintain a range of farm equipment, using technology to increase performance and aid compliance e.g. scanning, EID tagging, robotic milking

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

Duty 6

In this occupation a fully competent employee can:

Safely operate farm vehicles and relevant attachments, maintaining vehicles and equipment to promote efficiency savings

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

Duty 7

In this occupation a fully competent employee can:

Proactively manage the livestock and direct the actions of others, to achieve business Key Performance Indicators (KPIs)

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

Duty 8

In this occupation a fully competent employee can:

Develop and implement a health plan to proactively manage livestock health and welfare, including identification of issues, evaluation of potential remedy actions and administration of treatment(s)

Days required to complete off the job training for this duty: 6

Duty 9

In this occupation a fully competent employee can:

Effectively manage the supply of feed e.g bought in or home produced

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

Duty 10

In this occupation a fully competent employee can:

Carry out and supervise others with animal handling and movement across the site, to meet welfare and safety standards

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

Duty 11

In this occupation a fully competent employee can:

Equip and accommodate the animals' living environment for optimal health and performance

Days required to complete off the job training for this duty: 6

Duty 12

In this occupation a fully competent employee can:

Implement industry relevant legislation and supply chain requirements

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

Duty 13

In this occupation a fully competent employee can:

Proactively interact with staff and external influencers to improve productivity and achieve KPIs

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

Duty 14

In this occupation a fully competent employee can:

Select and prepare livestock ready for sale or transfer in line with customer specification

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

Additional Information

Typical duration of apprenticeship: 18 months

Proposed occupational level: 3

How many job adverts are currently available:

As of Thursday 19th December: 94 on Indeed

(<https://www.indeed.co.uk/jobs?q=Livestock+Manager&l=>) 60 jobs on Farmers Weekly

(<https://jobs.fwi.co.uk/jobs/livestock/?Keywords=livestock+manager#browsing>) and 40 on

Agricultural and Farming Jobs (<https://www.agrifj.co.uk/browse-jobs/agricultural-management-jobs/>)

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? 5111 Farmers

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?

This proposal is a standalone occupation. However, it is a progression for those who have completed a level 2 Standard in Agriculture or Horticulture and are looking to further develop their skills into a more specified job role.

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, it was decided that the current standard of Stockperson level 2 is too specific for most apprentices and that it should be developed into a level 3 standard, that would follow on from General Farm Worker.

The Agriculture and Horticulture Development Board (AHDB) commissioned a consultation survey to the wider industry; the survey was opened on 1st October and ran until 27th 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, 61 responses were received to provide a general consensus to the question; do you agree that setting a Standard for Unit Manager Livestock apprenticeships is a positive development for the industry? With 47 out of 61 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. There is still a huge demand to include qualifications and certificates in the apprenticeship, with 12 employers specifically stating their challenges with this. A number of employers have also

commented to highlight that this apprenticeship would run well in parallel to the current Crop Technician Level 3.