



# Standard Draft Preview

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# Standard in development

## L3: Poultry technician

### Version 1.1

#### Title of occupation

Poultry technician

#### UOS reference number

ST0467

#### Core and options

Yes

#### Standard options

All



#### Option titles

Poultry rearing technician

Poultry breeding technician

Poultry hatchery technician

Poultry egg production technician

Poultry growing technician

#### Level of occupation

Level 3

#### Occupational maps data

**Route:** Agriculture, environmental and animal care

**Pathway:** Agriculture, Land Management and Production

**Cluster:** Agricultural Operative/Technician

#### Typical duration of apprenticeship

18 months

#### Target date for approval

31/03/2025

## Resubmission

No

## Would your proposed apprenticeship standard replace an existing framework?

No

## Does professional recognition exist for the occupation?

No

## Regulated occupation

### Is this a statutory regulated occupation?

No

## Occupational summary

This occupation is found in businesses within the agriculture industry that range from small family farms through to large integrated organisations working across the food supply chain.

The broad purpose of the occupation is to manage and control a complex poultry farming site or operational agriculture (hatchery) unit. The poultry technician will ensure that animal welfare is optimised throughout their stages of life. They will manage the performance and results across their site. They will ensure compliance with hygiene, safety and bird welfare legislation and customer standards. They will also manage the maintenance of the facility and the personnel and visitors on the site.

The nature of the process and the need for optimum growth in an exacting time window requires specific expertise and skills in poultry husbandry relevant to their stage in the poultry supply chain. The poultry technician will specialise in either, egg production, rearing, breeding, hatching or growing.

In their daily work, an employee in this occupation interacts with senior management within their own business, poultry workers, and external stakeholders such as Government officials and customers.

An employee in this occupation will be responsible for managing their particular unit and will supervise the staff that work in there. They are likely to work without close supervision, meaning they must be entirely proficient and competent in the process.

## Typical job titles

**Poultry breeding technician**

**Poultry egg production technician**

**Poultry growing technician**

**Poultry hatchery technician**

**Poultry rearing technician**

**Are there any statutory / regulatory or other typical entry requirements?**

No

## **Core occupation duties**

DUTY	KSBS
<p><b>Duty 1</b> Manage and monitor biosecurity compliance across the site.</p>	<p>K1</p> <p>S1 S4 S7 S8 S9 S11</p> <p>B2 B3 B6</p>
<p><b>Duty 2</b> Monitor, recognise and report poultry behaviour relevant to species and method of production.</p>	<p>K2 K4 K6</p> <p>S10 S12</p> <p>B3 B6</p>
<p><b>Duty 3</b> Communicate site and production information to stakeholders and identify and manage risks.</p>	<p>K3 K5 K7 K8</p> <p>S12 S22</p> <p>B1 B2 B3 B5 B7</p>
<p><b>Duty 4</b> Maintain bird welfare throughout the production process.</p>	<p>K9 K10 K11 K12</p> <p>S10 S16</p> <p>B6 B7</p>
<p><b>Duty 5</b> Manage on-site processes to ensure all aspects production meet organisation and legal requirements.</p>	<p>K3 K4 K5 K8 K13</p> <p>S2 S3 S4 S6 S7 S9 S11 S13 S15 S19 S22</p> <p>B1 B2 B3 B5 B7</p>
<p><b>Duty 6</b> Manage the poultry site and bird performance in line with organisational requirements.</p>	<p>K1 K2 K3 K4 K9 K10 K13</p> <p>S2 S6 S10 S12 S13 S14</p> <p>B2 B7</p>
<p><b>Duty 7</b> Monitor paperwork completion for and its distribution in line with company procedures.</p>	<p>K8</p> <p>S2 S6 S13 S14</p> <p>B1 B2 B3 B5</p>

<b>Duty 8</b> Monitor the testing of alarms and back-up systems ensuring they are operational, and any faults rectified.	K11 S3 B5
<b>Duty 9</b> Monitor compliance with company health and safety policy, legislative and organisational requirements and Codes of Practice relevant to poultry.	K2 K3 K4 K6 K8 K13 S1 S4 S5 S6 S7 S9 S11 S16 S17 S18 S19 B2 B3 B6
<b>Duty 10</b> Supervise employees, monitor the accurate completion of employee records, leave and sickness, and arrange inductions and training.	K2 K3 K8 K13 S2 S5 S9 S13 S14 S20 S21 S22 B1 B2 B3 B4 B6
<b>Duty 11</b> Manage and control contractors on site.	K3 K7 K8 K11 K13 S5 S20 S22 B1 B2 B3 B6
<b>Duty 12</b> Maintain site security is maintained and report any issues in accordance with company procedures.	K13 S4 S9

## Core occupation duties

## Poultry rearing technician duties

DUTY	KSBS
<b>Duty 13</b> Manage brooding activities on site.	K14 K16 S25 S26
<b>Duty 14</b> Manage the rearing of birds to target weight.	K15 K18 S27 S28 S30
<b>Duty 15</b> Carry out the vaccination of relevant birds.	K17 S29
<b>Duty 16</b> Manage and monitor ventilation, heating, feed, water, litter, and lighting within the agreed standards, ensuring the highest quality conditions are provided for the birds.	K14 S23 S24

## Poultry breeding technician duties

DUTY	KSBS
<b>Duty 17</b> Manage the process of bringing birds into lay.	K19 S32 S33
<b>Duty 18</b> Manage the use of equipment throughout the breeding process.	S40 S44
<b>Duty 19</b> Manage the collection, grading and storage of eggs.	K22 S34 S42
<b>Duty 20</b> Manage the artificial insemination process when it is required.	K20 K21 S35 S36 S37
<b>Duty 21</b> Manage and monitor ventilation, heating, feed, water, litter, and lighting within the agreed standards, ensuring the highest quality conditions are provided for the birds.	K19 S38 S39 S41 S43 S44
<b>Duty 22</b> Oversee the preparation of facilities for the arrival or departure of birds and manage the bird handling process.	K23 S31 S38 S43

## Poultry hatchery technician duties



DUTY	KSBS
<b>Duty 23</b> Manage the hatchery process on site.	K24 S45 S50
<b>Duty 24</b> Manage the incubation processes required during hatchery.	K25 K26 S46 S47
<b>Duty 25</b> Manage the hatching and despatch of birds.	K27 S48 S49
<b>Duty 26</b> Oversee and carry out the vaccination of relevant birds, in line with organisation requirements.	K28 S51

## Poultry egg production technician duties

DUTY	KSBS
<b>Duty 27</b> Manage the process of bringing birds into lay.	K29 K30 S56 S57
<b>Duty 28</b> Manage the collection, grading and storage of eggs.	K31 S52 S58
<b>Duty 29</b> Manage and monitor ventilation, heating, feed, water, litter, and lighting within the agreed standards, ensuring the highest quality conditions are provided for the birds.	K29 K30 K31 S54 S55 S59 S60
<b>Duty 30</b> Oversee the preparation of facilities for the arrival or departure of birds, whilst managing the process of handling birds.	K32 S53 S54 S59

## Poultry growing technician duties

DUTY	KSBS
<b>Duty 31</b> Manage the growing process on site.	K33 K34 S61 S62
<b>Duty 32</b> Rear birds to target weight.	K35 S61 S63 S64 S69
<b>Duty 33</b> Manage and monitor ventilation, heating, feed, water, litter, and lighting within the agreed standards, ensuring the highest quality conditions are provided for the birds.	K33 K34 S66 S67 S68 S70
<b>Duty 34</b> Ensure that facilities are prepared for the arrival and or departure of birds and manage the bird handling process.	K36 S65 S66 S70

## KSBS

### Knowledge

**K1:** Anatomy, diseases, feed requirements, and typical characteristics of relevant species or breeds. (Core)

**K2:** Indicators of health or welfare issues and the actions required to mitigate them. (Core)

**K3:** Safety, hygiene and biosecurity legislation, and codes of practice relevant to the operation and how they are applied effectively. (Core)

**K4:** Relevant welfare codes of practice, including the five freedoms. (Core)

**K5:** Specific animal requirements appropriate to the species, environment and point in the growth cycle. (Core)

**K6:** Processes for culling, disposal and despatch. (Core)

**K7:** Processes for manual handling and transport procedures. (Core)

**K8:** Standard operating procedures, methods of stock control and stock densities, record keeping, and reporting relevant to their operation. (Core)

**K9:** End to end process of the operation, the stages within it, how to deliver reliable performance and their role within the wider supply chain. (Core)

**K10:** Performance requirements, including cost, growth, mortality, waste, hygiene and safety metrics. (Core)

**K11:** Facility management requirements applicable to the operation, alarms and backup systems. (Core)

**K12:** Systems, technology, software, machinery, and equipment relevant to the operation for example, feed and water equipment, ventilation panels, egg packing machinery and incubation equipment dependant on the stage in the process. (Core)

**K13:** Applicable legislation, ethical code of practice and relevant policy and process when supervising and managing employees and, contract or agency workers. (Core)

**K14:** The application of equipment across the brooding process, and impact of environmental conditions and feed and water provision for example, brooders or heaters, feeders, drinkers, lights' resources. (Rearing)

**K15:** The factors that can impact on the growth targets required for organisational purposes. (Rearing)

**K16:** The factors and causes that can affect the condition and physical characteristics of males and why this makes them suitable or unsuitable for breeding. (Rearing)

**K17:** The principles of vaccination and the importance of correct administration. (Rearing)

**K18:** The factors that can affect flock performance for the appropriate breed or species. (Rearing)

**K19:** How to maintain correct conditions and apply appropriate resources to bring birds into lay. (Breeding)

**K20:** How males should be handled during semen collection to maintain good welfare and maximise semen quality. (Breeding)

**K21:** The factors effecting bird fertility and semen quality. (Breeding)

**K22:** The reasons why it is important that the eggs are stored correctly and the consequences if this is not done effectively. (Breeding)

**K23:** Facility and handling requirements for the arrival or departure of birds. (Breeding)

**K24:** The reasons why it is important that the eggs are stored correctly and the consequences if this is not done effectively. (Hatchery)

**K25:** The factors which would explain why eggs would be unsuitable for incubation. (Hatchery)

**K26:** The reasons why it is important to have appropriate incubation conditions and times closely monitored and maintained. (Hatchery)

**K27:** The factors that can affect the condition of birds making them unfit for transport. (Hatchery)

**K28:** The principles of vaccination and the importance of correct administration. (Hatchery)

**K29:** The factors that can affect flock performance for the appropriate breed or species. (Egg Production)

**K30:** How to maintain correct conditions and apply appropriate resources to bring birds into lay and the reasons why these must be maintained correctly. (Egg Production)

**K31:** The factors effecting egg quality and actions that can be taken to maximise this. (Egg Production)

**K32:** Facility and handling requirements for the arrival or departure of birds. (Egg Production)

**K33:** How to apply equipment and resources effectively for growing birds appropriate to the conditions for example, ventilation equipment, heaters, feed and water equipment, shed alarms, bird weighing equipment, lighting. resources, appropriate conditions. (Growing)

**K34:** Feed and water provision and why it is important that these are correct. (Growing)

**K35:** The factors that can impact on the growth targets required to meet processing requirements. (Growing)

**K36:** Facility and handling requirements for the arrival or departure of birds. (Growing)

## Skills

**S1:** Maintains upkeep of the site to ensure legal compliance in line with welfare regulations, all relevant legislation and customer ethical standards. (Core)

**S2:** Contributes to site audits and maintenance of the information system. (Core)

**S3:** Manages the use of utilities, resources and equipment to control waste and optimise efficiency. (Core)

**S4:** Complies with and enforce the company health and safety rules; works in a safe manner and maintain a safe working environment. (Core)

**S5:** Takes responsibility for all personnel's health and safety on site. (Core)

**S6:** Ensures all accidents and near misses are reported and investigated in a timely manner. (Core)

**S7:** Ensures that safety procedures and health regulations are followed at site by all staff and visitors. (Core)

**S8:** Delivers full biosecurity compliance on their site in line with industry, company and customer standards for each poultry breed and implements corrective actions when required. (Core)

**S9:** Takes responsibility and delivers personal hygiene compliance and procedures of themselves and all workers on their site. (Core)

**S10:** Ensures the health of the birds or hatching eggs is maintained at all times and deals with potential welfare issues. (Core)

- S11:** Provides a clean environment in line with agreed standards for the facility. (Core)
- S12:** Identifies and diagnoses problems early and ensures appropriate measures are taken. (Core)
- S13:** Maintains, monitors and utilises technology and systems appropriate to the operation. (Core)
- S14:** Coordinates and conducts performance management checks, takes appropriate actions and maintains, updates, and keeps appropriate records. (Core)
- S15:** Identifies the relevant environmental controls for the specific poultry breed, system, customer or egg programme, analyses when adjustments are required and applies them as appropriate. (Core)
- S16:** Adheres to and applies welfare codes of practice including the 5 freedoms. (Core)
- S17:** Applies and acts on business, industry and legislative requirements including industry assurance standards. (Core)
- S18:** Implements and maintains compliance through understanding of the standards applicable to poultry and reporting and resolving non-compliance. (Core)
- S19:** Contributes to assurance standard audits. (Core)
- S20:** Manages poultry staff or contractors visiting the site and ensures compliance with all necessary rules and protocols. (Core)
- S21:** Maintains employee relations through communication and assisting with training. (Core)
- S22:** Communicates effectively with internal colleagues and external stakeholders using face to face or digital technologies. (Core)
- S23:** Coordinates the movement and transport of birds safely, effectively and compassionately without undue stress, ensuring the use of appropriate manual handling techniques. (Rearing)
- S24:** Manages, maintains and operates equipment relevant to age, breed, bird requirements safely and effectively. (Rearing)
- S25:** Prepares, monitors and maintains equipment and appropriate conditions for new birds. (Rearing)
- S26:** Manages appropriate feed and water provision. (Rearing)
- S27:** Applies people and resources effectively to rear birds to achieve the suitable target weight and condition for breeding. (Rearing)
- S28:** Assesses and monitors that the growth of young birds meets production targets in line with organisational requirements. (Rearing)
- S29:** Prepares and administers vaccines in accordance with company procedures. (Rearing)

- S30:** Apply appropriate methods, equipment and team insight to ensure bird development. (Rearing)
- S31:** Prepares facilities for arrival or departure of birds. (Breeding)
- S32:** Brings birds into lay by identifying and selecting suitable males for breeding. (Breeding)
- S33:** Applies the correct process and resources to bring birds into lay. (Breeding)
- S34:** Monitor and maintain the collection, grading and storage of eggs for breeding purposes and provide input and guidance to others where required. (Breeding)
- S35:** Monitor and maintain the artificial insemination programme relevant to the species and provide input and guidance to others where required. (Breeding)
- S36:** Prepares hens and monitors their insemination in-line with organisational requirements. (Breeding)
- S37:** Prepare males and monitors the collection of semen in-line with organisational requirements. (Breeding)
- S38:** Coordinates the movement and transport of birds safely, effectively and compassionately without undue stress, ensuring the use of appropriate manual handling techniques. (Breeding)
- S39:** Prepares, monitors and maintains equipment and appropriate conditions for new birds. (Breeding)
- S40:** Applies appropriate methods, equipment and team insight to ensure bird development. (Breeding)
- S41:** Manages appropriate feed and water provision. (Breeding)
- S42:** Ensures eggs are handled, graded, marked and stored in line with organisational requirements. (Breeding)
- S43:** Manages, maintains and operates equipment relevant to age, breed, bird requirements safely and effectively. (Breeding)
- S44:** Manages appropriate feed and water provision. (Breeding)
- S45:** Manages, monitors and maintains the receipt and selection of eggs for hatching, ensuring workers follow correct process and giving advice and guidance on storage and selection of eggs. (Hatchery)
- S46:** Manages, monitors and maintains the preparation, loading and incubation of hatching eggs. (Hatchery)
- S47:** Ensures eggs are prepared for incubation at set times, the incubator is prepared correctly to receive eggs and eggs are loaded into the incubator correctly by the team. (Hatchery)

- S48:** Checks egg fertility and selects eggs for transfer in line with organisational requirements and provides advice and input to others. (Hatchery)
- S49:** Manages, monitors and maintains the hatch and despatch of poultry; – monitors the take-off of poultry, ensures substandard products are correctly recognised and disposed of in line with legal and organisational requirements, monitors the preparation of birds for transportation. (Hatchery)
- S50:** Prepares, monitors and maintains equipment and appropriate conditions for new birds. (Hatchery)
- S51:** Prepares and administers vaccines in accordance with company procedures. (Hatchery)
- S52:** Manages, monitors and maintains the collection, grading and storage of eggs for human consumption. (Egg production)
- S53:** Prepares facilities for arrival or departure of birds. (Egg production)
- S54:** Coordinates the movement and transport of birds safely, effectively and compassionately without undue stress, ensuring the use of appropriate manual handling techniques. (Egg production)
- S55:** Manages appropriate feed and water provision. (Egg production)
- S56:** Applies the correct process and resources to bring birds into lay. (Egg production)
- S57:** Apply appropriate methods, equipment and team insight to ensure bird development. (Egg production)
- S58:** Ensures eggs are handled, graded, marked and stored in line with organisational requirements. (Egg Production)
- S59:** Manages, maintains and operates equipment relevant to age, breed, bird requirements safely and effectively. (Egg production)
- S60:** Prepares, monitors and maintains equipment and appropriate conditions for new birds. (Egg Production)
- S61:** Prepares, provides and manages appropriate feed and water provision. (Growing)
- S62:** Prepares, monitors and maintains equipment and appropriate conditions for new birds including, Ventilation equipment, heaters, feed and water equipment, shed alarms, bird weighing equipment, lighting. (Growing)
- S63:** Uses people and resources effectively to rear birds to achieve suitable target weight and condition for processing. (Growing)
- S64:** Assesses and monitors that the growth of young birds meets production targets in line with organisational requirements. (Growing)
- S65:** Prepares facilities for arrival or departure of birds. (Growing)

**S66:** Coordinates the movement and transport of birds safely, effectively and compassionately without undue stress, ensuring the use of appropriate manual handling techniques. (Growing)

**S67:** Prepares, monitors and maintains equipment and appropriate conditions for new birds. (Growing)

**S68:** Manages appropriate feed and water provision. (Growing)

**S69:** Applies appropriate methods, equipment and team insight to ensure bird development. (Growing)

**S70:** Manages, maintains and operates equipment relevant to age, breed, bird requirements safely and effectively. (Growing)

## Behaviours

**B1:** Team focused and collaborates effectively with colleagues and others. (Core)

**B2:** Supports an inclusive workplace. (Core)

**B3:** Demonstrates a strong work ethic, including pride in work, attention to detail, integrity and good time management. (Core)

**B4:** Committed to continuous professional development. (Core)

**B5:** Contributes to a sustainable workplace. (Core)

**B6:** Takes responsibility for adopting good animal welfare practices. (Core)

**B7:** Adapts to change in conditions, technologies, situations and working environment. (Core)

## Qualifications

### English and maths

Apprentices without level 2 English and maths will need to achieve this level prior to taking the End-Point Assessment. For those with an education, health and care plan or a legacy statement, the apprenticeship's English and maths minimum requirement is Entry Level 3. A British Sign Language (BSL) qualification is an alternative to the English qualification for those whose primary language is BSL.

### Does the apprenticeship need to include any mandated qualifications in addition to the above-mentioned English and maths qualifications?

No

### Consultation

tbc

### Progression routes



## **Supporting uploads**

**Mandatory qualification uploads**

**Mandated degree evidence uploads**

**Professional body confirmation uploads**

## **Subject sector area**

4.2 Manufacturing technologies