



EPA Draft Preview

DRAFT END-POINT ASSESSMENT PLAN ST0389/V1.1 FOR THE POULTRY WORKER APPRENTICESHIP

APPRENTICESHIP REFERENCE NUMBER	LEVEL OF THIS END-POINT ASSESSMENT (EPA)	INTEGRATION
ST0389	2	None

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This EPA has options. Display the EPA for:

All



Introduction and overview

This document explains the requirements for end-point assessment (EPA) for the poultry worker apprenticeship. End-point assessment organisations (EPAOs) must follow this when designing and delivering the EPA.

Poultry worker apprentices, their employers and training providers should read this document.

This is a core and options apprenticeship. An apprentice must be trained and assessed against the core and one option. The options are:

- Poultry breeding worker
- Poultry egg production worker
- Poultry grow out worker
- Poultry hatching worker
- Poultry rearing worker

A full-time poultry worker apprentice typically spends 12 months on-programme. The apprentice must spend at least 12 months on-programme and complete the required amount of off-the-job training in line with the apprenticeship funding rules.

The EPA should be completed within an EPA period lasting typically 3 months.

The apprentice must complete their training and meet the gateway requirements before starting their EPA. The EPA will assess occupational competence.

An approved EPAO must conduct the EPA for this apprenticeship. Employers must work with the training provider to select an approved EPAO from the apprenticeship providers and assessment register (APAR).

This EPA has 2 assessment methods.

The grades available for each assessment method are below.

Assessment method 1 - professional discussion underpinned by a portfolio of evidence and videos:

- fail
- pass
- distinction

Assessment method 2 - multiple choice test:

- fail
- pass
- distinction

The result from each assessment method is combined to decide the overall apprenticeship grade. The following grades are available for the apprenticeship:

- fail
- pass
- merit
- distinction

EPA summary table

<p>On-programme - typically 12 months</p>	<p>The apprentice must:</p> <ul style="list-style-type: none"> • complete training to develop the knowledge, skills and behaviours (KSBs) outlined in this apprenticeship's standard • complete training towards English and mathematics qualifications in line with the apprenticeship funding rules • compile a portfolio of evidence
<p>End-point assessment gateway</p>	<p>The apprentice's employer must be content that the apprentice is occupationally competent.</p> <p>The apprentice must:</p> <ul style="list-style-type: none"> • confirm they are ready to take the EPA • have achieved English and mathematics qualifications in line with the apprenticeship funding rules <p>For the professional discussion underpinned by a portfolio of evidence and videos, the apprentice must submit a portfolio of evidence.</p> <p>Gateway evidence must be submitted to the EPAO, along with any organisation specific policies and procedures requested by the EPAO.</p>
<p>End-point assessment - typically 3 months</p>	<p>The grades available for each assessment method are below</p> <p>Professional discussion underpinned by a portfolio of evidence and videos:</p> <ul style="list-style-type: none"> • fail • pass • distinction <p>Multiple choice test:</p> <ul style="list-style-type: none"> • fail

	<ul style="list-style-type: none"> • pass • distinction <p>Overall EPA and apprenticeship can be graded:</p> <ul style="list-style-type: none"> • fail • pass • merit • distinction
Re-sits and re-takes	<p>The details for re-sits and re-takes are below:</p> <ul style="list-style-type: none"> • re-take and re-sit grade cap: merit • re-sit timeframe: typically 1 months • re-take timeframe: typically 3 months

Duration of end-point assessment period

The EPA is taken in the EPA period. The EPA period starts when the EPAO confirms the gateway requirements have been met and is typically 3 months.

The EPAO should confirm the gateway requirements have been met and start the EPA as quickly as possible.

EPA gateway

The apprentice's employer must be content that the apprentice is occupationally competent. That is, they are deemed to be working at or above the level set out in the apprenticeship standard and ready to undertake the EPA. The employer may take advice from the apprentice's training provider, but the employer must make the decision. The apprentice will then enter the gateway.

The apprentice must meet the gateway requirements before starting their EPA.

They must:

- confirm they are ready to take the EPA
- have achieved English and mathematics qualifications in line with the apprenticeship funding rules

- submit a portfolio of evidence for the professional discussion underpinned by a portfolio of evidence and videos

Portfolio of evidence requirements:

The apprentice must compile a portfolio of evidence during the on-programme period of the apprenticeship. It should only contain evidence related to the KSBs that will be assessed by the professional discussion . It will typically contain **15** discrete pieces of evidence. Evidence must be mapped against the KSBs. Evidence may be used to demonstrate more than one KSB; a qualitative as opposed to quantitative approach is suggested.

Evidence sources may include workplace documentation and records, for example:

- workplace policies and procedures
- witness statements
- annotated photographs
- video clips must be included to demonstrate the KSBs listed with a maximum total duration 10 minutes each; the apprentice must be in view and identifiable

This is not a definitive list; other evidence sources can be included.

The portfolio of evidence should not include reflective accounts or any methods of self-assessment. Any employer contributions should focus on direct observation of performance, for example, witness statements, rather than opinions. The evidence provided should be valid and attributable to the apprentice; the portfolio of evidence should contain a statement from the employer and apprentice confirming this.

The EPAO should not assess the portfolio of evidence directly as it underpins the **discussion** . The independent assessor should review the portfolio of evidence to prepare questions for the **discussion** . They are not required to provide feedback after this review.

Gateway evidence must be submitted to the EPAO, along with any organisation specific policies and procedures requested by the EPAO.

Order of assessment methods

The assessment methods can be delivered in any order. The result of one assessment method does not need to be known before starting the next.

Professional discussion underpinned by a portfolio of evidence and videos

Overview

In the professional discussion, an independent assessor and apprentice have a formal two-way conversation. It gives the apprentice the opportunity to demonstrate the KSBs mapped to this assessment method.

Rationale

This assessment method is being used because:

- Avian influenza (Bird flu) is endemic for wild birds within the UK resulting in several issues for the commercial agricultural sector and apprentices undertaking qualifications within this area. Commercial agricultural premises continue to apply stringent biosecurity measures and maintain limited/no access to external visitors (e.g. independent end-point assessors).
- it assesses KSBs holistically and objectively
- it allows for the assessment of KSBs that do not occur on a predictable or regular basis
- it allows for assessment of responses where there are a range of potential answers
- it can be conducted remotely, potentially reducing cost.

Delivery

The professional discussion must be structured to give the apprentice the opportunity to demonstrate the KSBs mapped to this assessment method to the highest available grade.

An independent assessor must conduct and assess the professional discussion.

The purpose of the independent assessor's questions will be to assess the apprentice's competence against the following themes:

- biosecurity
- health and safety
- husbandry
- operational
- breeding or egg production or grow out or hatching or rearing

Videos must be recorded at the apprentice's usual place of work to demonstrate occupational competence against the following themes and KSBs

Core

- Biosecurity, S3
- Husbandry S10, S11, S13, S15, K6, B6

Option - one from

- Breeding: S20, S22, S24, S26, S27, K15
- Egg production: S29, S30, S31, S32, S33, K20, K21, K22
- Grow out: S35, S36, S37, S38, S39, K24, K26, K27
- Hatching: S40, S43, S45, S47, K29, K30, K31
- Rearing: S49, S50, S51, S53, S56, K36, K38, K40

Apprentices must be clearly identifiable in all videos, and it is the EPAO's responsibility to ensure the validity, security and authenticity of any recorded materials. EPAOs may wish to set parameters for the maximum length of videos and establish file naming conventions to maintain consistency and support file uploads and storage.

The independent assessor must have at least 2 weeks to review the supporting videos. The apprentice and independent end-point assessor must have access to the videos during the professional discussion.

The apprentice can refer to and illustrate their answers with evidence from their portfolio of evidence however, the final assessment decision is holistic and must consider both the videos and responses given during the professional discussion.

The EPAO must give an apprentice 14 days' notice of the professional discussion.

The independent assessor must have at least 2 weeks to review the supporting documentation.

The apprentice must have access to their portfolio of evidence during the professional discussion.

The apprentice can refer to and illustrate their answers with evidence from their portfolio of evidence however, the portfolio of evidence is not directly assessed.

The professional discussion must last for 120 minutes. The independent assessor can increase the time of the professional discussion by up to 10%. This time is to allow the apprentice to respond to a question if necessary.

The independent assessor must explain to the apprentice the format and timescales of the professional discussion before it starts. This does not count towards the assessment time.

The independent assessor must ask at least 10 questions. The independent assessor must use the questions from the EPAO's question bank or create their own questions in line with the EPAO's training. Follow-up questions are allowed where clarification is required.

The apprentice may choose to end the assessment method early. The apprentice must be confident they have demonstrated competence against the assessment requirements for the assessment method. The independent assessor or EPAO must ensure the apprentice is fully aware of all assessment requirements. The independent assessor or EPAO cannot suggest or choose to end the assessment methods early, unless in an emergency. The EPAO is responsible for ensuring the apprentice understands the implications of ending an assessment early if they choose to do so. The independent assessor may suggest the assessment continues. The independent assessor must document the apprentice's request to end the assessment early.

The independent assessor must make the grading decision.

The independent assessor must keep accurate records of the assessment. They must record:

- the apprentice's answers to questions
- the KSBs demonstrated in answers to questions

- the grade achieved

Assessment location

The professional discussion must take place in a suitable venue selected by the EPAO for example, the EPAO's or employer's premises.

The professional discussion can be conducted by video conferencing. The EPAO must have processes in place to verify the identity of the apprentice and ensure the apprentice is not being aided.

The professional discussion should take place in a quiet room, free from distractions and influence.

Question and resource development

The EPAO must develop a purpose-built assessment specification and question bank. It is recommended this is done in consultation with employers of this occupation. The EPAO must maintain the security and confidentiality of EPA materials when consulting with employers. The assessment specification and question bank must be reviewed at least once a year to ensure they remain fit-for-purpose.

The assessment specification must be relevant to the occupation and demonstrate how to assess the KSBs mapped to this assessment method. The EPAO must ensure that questions are refined and developed to a high standard. The questions must be unpredictable. A question bank of sufficient size will support this.

The EPAO must ensure that the apprentice has a different set of questions in the case of re-sits or re-takes.

The EPAO must produce the following materials to support the professional discussion underpinned by a portfolio of evidence and videos:

- independent assessor assessment materials which include:
 - training materials
 - administration materials
 - moderation and standardisation materials
 - guidance materials
 - grading guidance
 - question bank
- EPA guidance for the apprentice and the employer

The EPAO must ensure that the EPA materials are subject to quality assurance procedures including standardisation and moderation.

Multiple choice test

Overview

In the multiple choice test, the apprentice answers questions in a controlled and invigilated environment. It gives the apprentice the opportunity to demonstrate the knowledge mapped to this assessment method.

Rationale

This assessment method is being used because:

- it can assess knowledge it is easy to administer
- it can be conducted remotely and administered to multiple apprentices at the same time, potentially reducing cost

Delivery

The multiple choice test must be structured to give the apprentice the opportunity to demonstrate the knowledge mapped to this assessment method to the highest available grade.

The test can be computer or paper based.

The test will consist of 30 multiple-choice questions.

Multiple-choice questions must have four options, including one correct answer.

The apprentice must be given at least 14 days' notice of the date and time of the test.

Test administration

The apprentice must have 45 minutes to complete the test.

The test is closed book which means that the apprentice cannot refer to reference books or materials whilst taking the test.

The test must be taken in the presence of an invigilator who is the responsibility of the EPAO. The EPAO must have an invigilation policy setting out how the test must be conducted. It must state the ratio of apprentices to invigilators for the setting and allow the test to take place in a secure way.

The EPAO must verify the apprentice's identity and ensure invigilation of the apprentice for example, with 360-degree cameras and screen sharing facilities.

The EPAO is responsible for the security of the test including the arrangements for on-line testing. The EPAO must ensure that their security arrangements maintain the validity and reliability of the test.

Marking

The test must be marked by an independent assessor or marker employed by the EPAO. They must follow a marking scheme produced by the EPAO. Marking by computer is allowed where question types support this.

A correct answer gets 1 mark.

Any incorrect or missing answers get zero marks.

The EPAO is responsible for overseeing the marking of the test.

Assessment location

The apprentice must take the test in a suitably controlled and invigilated environment that is a quiet room, free from distractions and influence. The EPAO must check the venue is suitable.

The test can take place remotely if the appropriate technology and systems are in place to prevent malpractice.

Question and resource development

The EPAO must develop a purpose-built assessment specification and question bank. It is recommended this is done in consultation with employers of this occupation. The EPAO should maintain the security and confidentiality of EPA materials when consulting with employers. The assessment specification and question bank must be reviewed at least once a year to ensure they remain fit-for-purpose.

The assessment specification must be relevant to the occupation and demonstrate how to assess the KSBs mapped to this assessment method. The EPAO must ensure that questions are refined and developed to a high standard. The questions must be unpredictable. A question bank of sufficient size will support this.

The EPAO must ensure that the apprentice has a different set of questions in the case of re-sits or re-takes.

The EPAO must produce the following materials to support the test:

- assessment materials for independent assessors and markers which includes:
 - training materials
 - administration materials
 - moderation and standardisation materials
 - guidance materials
 - grading guidance
 - test specification
 - sample test and mark schemes
 - live tests and mark schemes
 - question bank
- EPA guidance for the apprentice and the employer

The EPAO must ensure that the EPA materials are subject to quality assurance procedures including standardisation and moderation.

Grading

Professional discussion underpinned by a portfolio of evidence and videos

Fail - does not meet pass criteria

THEME KSBS	PASS APPRENTICES MUST DEMONSTRATE ALL OF THE PASS DESCRIPTORS	DISTINCTION APPRENTICES MUST DEMONSTRATE ALL OF THE PASS DESCRIPTORS AND ALL OF THE DISTINCTION DESCRIPTORS
(Core) Biosecurity K2 S3 S5 S6 B5	<p>Implements and monitors site biosecurity rules and procedures and implements corrective actions when required. (Core) (S3)</p> <p>Explains how they implement hygiene procedures and maintain a clean and sustainable environment in line with agreed standards for the site including access and exit arrangements. (K2, S5, S6, B5)</p>	None
(Core) Health and safety K3 K4 S1 S2 S7	Explains how they work in a safe manner, considering relevant site procedures, manual handling, reporting of incidents and the operation and maintenance of equipment in line with health and safety requirements for the individual and workplace and legislative standards. (K3, K4, S1, S2, S7)	None
(Core) Husbandry K6 S8 S9 S10 S11 S12 S13 S15 B6	<p>Explains how they monitor, maintain and diagnose the health and condition of the bird or egg. (S8, S9)</p> <p>Demonstrates the operation of environmental control systems, in line with operating instructions or procedures,</p>	<p>Defines the importance of monitoring, maintaining and diagnosing the health and condition of birds and eggs and the impact of not doing so. (S8, S9)</p> <p>Operates environmental control systems in the optimum</p>

	<p>considering the species and point in life cycle and how environmental conditions could have an impact. (K6, S10)</p> <p>Operates equipment safely and effectively relevant to the age, breed and bird requirements. (S11)</p> <p>Explains how they utilise technology and systems appropriate to the operation. (S12)</p> <p>Demonstrates how to conduct appropriate equipment and welfare checks in a timely manner, adhering to codes of practice including the five freedoms and maintaining records in accordance with company procedure. (S13, S15, B6)</p>	<p>manner, ensuring the species, life cycle and environmental conditions are at the forefront of any operational decisions. (K6, S10)</p>
<p>(Core) Operational K11 K13 K14 S4 S14 S16 S17 S18 S19 B1 B2 B3 B4 B7</p>	<p>Defines how they apply business, industry and legislative requirements including assurance standards and site security rules relevant to the operation. (K11, S4, S16)</p> <p>Explains how they monitor and report bird metrics and site targets necessary to deliver effective performance, showing a strong work ethic, including pride in work, attention to detail, integrity and good time management. (K13, S14, B3)</p> <p>Discusses the relevant technology appropriate to the process and how problem solving is used in carrying out tasks. (K14, S18, B7)</p>	<p>Justifies the importance of applying business, industry and legislative requirements including assurance standards and site security rules and the potential consequences of not doing so. (K11, S4, S16)</p>

	<p>Explains how they interact effectively with colleagues, managers and site visitors, adapting their communication style accordingly and supporting an inclusive workplace. (S17, S19, B1, B2)</p> <p>Defines their own commitment to continuous professional development. (B4)</p>	
<p>(Poultry breeding worker) Breeding K15 K16 K17 K18 S20 S21 S22 S23 S24 S25 S26 S27 S28</p>	<p>Explains how they assist with bringing birds into lay including the provision of appropriate conditions and resources as required. (K17, S21, S25)</p> <p>Discusses the production targets for the appropriate breed or species. (Breeding) (K16)</p> <p>Explains how they identify the correct dosage and quality of semen used for artificial insemination and the frequency required to maximise fertility where relevant to species. (Breeding) (K18)</p> <p>Demonstrates how they assist with the selection of suitable males for breeding and correctly identify males suitable and unsuitable for breeding, in line with organisational requirements. (Breeding) (S20)</p> <p>Demonstrates how they prepare facilities for the arrival and departure of birds. (Breeding) (S24)</p> <p>Demonstrates how they measure the development of</p>	<p>Justifies the selection of suitable males for breeding in line with organisational requirements. (S20)</p> <p>Optimally handles birds and eggs when grading, marking and storing, ensuring birds are placed in the correct area safely and efficiently. (K15, S22, S27)</p>

	<p>birds using the appropriate method and equipment. (Breeding) (S26)</p> <p>Demonstrates how they handle birds and eggs in line with organisational requirements, grading, marking and storing eggs as required and placing birds in the correct area in accordance with defined codes of practice. (K15, S22, S27)</p> <p>Explains how they assist with the preparation and facilitation of breeding in line with species and organisation requirements including the safe and compassionate movement of birds. (S23, S28)</p>	
<p>(Poultry egg production worker) Egg production K19 K20 K21 K22 S29 S30 S31 S32 S33</p>	<p>Discusses the production targets for the appropriate breed or species. (Egg production) (K19)</p> <p>Demonstrates how they assist with bringing birds into lay including the provision of appropriate conditions and resources as required. (K20, S32, S33)</p> <p>Demonstrates how they collect, handle, grade, mark and store eggs in line with organisational requirements. (K21, S30)</p> <p>Shows how they monitor and provide feed and water relevant to the species and point in the life cycle. (K22, S31)</p> <p>Prepares facilities for the arrival and departure of eggs. (Egg production) (S29)</p>	<p>Explains the importance of monitoring and providing feed and water relevant to the species and point in the life cycle of the bird and the impact of not doing so. (K22, S31)</p> <p>Optimally handles birds and eggs when grading, marking and storing, ensuring birds are stored in the correct area safely and efficiently. (K21, S30)</p>

<p>(Poultry grow out worker) Grow out K23 K24 K25 K26 K27 S34 S35 S36 S37 S38 S39</p>	<p>Explains the process for handling and placing birds in new environments. (K23)</p> <p>Describes the equipment, resources, conditions, feed and water provision required for brooding birds. (K25)</p> <p>Defines how they assist with rearing birds to suitable target weight and condition for breeding. (S34)</p> <p>Demonstrates how to handle birds safely, effectively and compassionately, and places them in the correct area in accordance with defined codes of practice and procedures. (K26, S39, S35)</p> <p>Shows how they monitor and provide feed and water relevant to the species and point in the life cycle. (K27, S37)</p> <p>Conducts an assessment on the growth of young birds to determine if production targets are in line with organisational requirements. (K24, S38)</p> <p>Prepares facilities for arrival and departure of birds. (Grow out) (S36)</p>	<p>Optimally handles birds ensuring safety and compassion for the bird's welfare are paramount, and ensures the birds are placed in the correct area safely and efficiently. (K26, S39, S35)</p> <p>Efficiently conducts an assessment on the growth of young birds, explaining the steps taken to determine if production targets are in line with organisational requirements. (K24, S38)</p>
<p>(Poultry hatching worker) Hatching K28 K29 K30 K31 K32 K33 K34 S40</p>	<p>Explains how they assist with the preparation and administration of vaccines and treatments in line with</p>	<p>Explains the importance of complying with the principles of vaccination during the preparation and administration of vaccines and the potential</p>

<p>S41 S42 S43 S44 S45 S46 S47</p>	<p>instructions and the principles of vaccination. (K28, S44)</p> <p>Demonstrates how to store eggs in suitable environment conditions. (K29, S45)</p> <p>Explains how to check egg fertility and select eggs for transfer in line with organisational requirements. (K32, S41)</p> <p>Explains the procedures for handling, storing, moving and transporting eggs. (Hatching) (K34)</p> <p>Explains how they take off poultry and recognise and dispose of sub-standard products in-line with legal and organisational requirements before preparing birds for transportation following relevant procedures. (K33, S46)</p> <p>Prepares and loads eggs into an incubator in accordance with organisational procedures, identifying any reasons why eggs may be unsuitable for incubation. (K30, K31, S47)</p> <p>Explains how to hatch and despatch poultry. (Hatching) (S42)</p> <p>Prepares facilities for the arrival and departure of eggs and receives and selects eggs for hatching. (S40, S43)</p>	<p>consequences of not doing so. (K28, S44)</p> <p>Efficiently and safely prepares and loads eggs into an incubator, justifying their reasons for identifying eggs that are not chosen for incubation. (K30, K31, S47)</p>
<p>(Poultry rearing worker) Rearing K35 K36 K37 K38</p>	<p>Explains how they assist with the preparation and administration of vaccines and</p>	<p>Explains the importance of complying with the principles of vaccination during the</p>

<p>K39 K40 S48 S49 S50 S51 S52 S53 S54 S55 S56</p>	<p>treatments in line with instructions and the principles of vaccination. (K39, S48)</p> <p>Explains how they assess the growth of young birds to determine if production targets are in line with organisational requirements. (K35, S56)</p> <p>Demonstrates how to prepare facilities and environments for the arrival of new birds. (K40, S50)</p> <p>Demonstrates how to handle birds safely, effectively, compassionately and without undue stress, placing them in the correct area in suitable quantities in accordance with defined codes of practice. (K38, S53, S56)</p> <p>Assists in the preparation of the necessary equipment, conditions, feed and water relevant to the brooding and growing procedures for the species, monitoring the feed and water as required. (K36, S49, S51)</p> <p>Discusses the condition and physical characteristics of males suitable and unsuitable for breeding and how they assist with rearing birds to suitable target weight and condition for breeding, (Rearing) (K37, S52)</p>	<p>preparation and administration of vaccines and the potential consequences of not doing so. (K39, S48)</p> <p>Handles birds with optimum safety and efficiency, and compassion, ensuring the bird's welfare is paramount and any undue stress is minimised whilst placing them in the correct area. (K38, S53, S56)</p>
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Multiple choice test

GRADE	MINIMUM MARKS REQUIRED	MAXIMUM MARKS REQUIRED
Fail	0	19
Pass	20	24
Distinction	25	30

Overall EPA grading

Performance in the EPA determines the overall grade of:

- fail
- pass
- merit
- distinction

An independent assessor must individually grade the professional discussion underpinned by a portfolio of evidence and videos in line with this EPA plan.

An independent assessor must individually grade the

- Professional discussion underpinned by a portfolio of evidence and videos An independent assessor must individually grade the
 - Multiple choice test

The EPAO must combine the individual assessment method grades to determine the overall EPA grade.

If the apprentice fails one assessment method or more, they will be awarded an overall fail.

To achieve an overall pass, the apprentice must achieve at least a pass in all the assessment methods.

Grades from individual assessment methods must be combined in the following way to determine the grade of the EPA overall.

PROFESSIONAL DISCUSSION UNDERPINNED BY A PORTFOLIO OF EVIDENCE AND VIDEOS	MULTIPLE CHOICE TEST	OVERALL GRADING
Fail	Any grade	Fail
Any grade	Fail	Fail
Pass	Pass	Pass
Pass	Distinction	Merit
Distinction	Pass	Merit
Distinction	Distinction	Distinction

Re-sits and re-takes

If the apprentice fails one assessment method or more, they can take a re-sit or a re-take at their employer's discretion. The apprentice's employer needs to agree that a re-sit or re-take is appropriate. A re-sit does not need further learning, whereas a re-take does. The apprentice should have a supportive action plan to prepare for a re-sit or a re-take.

The employer and the EPAO should agree the timescale for a re-sit or re-take. A re-sit is typically taken within 1 months of the EPA outcome notification. The timescale for a re-take is dependent on how much re-training is required and is typically taken within 3 months of the EPA outcome notification.

Failed assessment methods must be re-sat or re-taken within a 6-month period from the EPA outcome notification, otherwise the entire EPA will need to be re-sat or re-taken in full.

Re-sits and re-takes are not offered to an apprentice wishing to move from pass to a higher grade.

The apprentice will get a maximum EPA grade of merit if they need to re-sit or re-take one or more assessment methods, unless the EPAO determines there are exceptional circumstances.

Roles and responsibilities

ROLES	RESPONSIBILITIES
Apprentice	<p>As a minimum, the apprentice should:</p> <ul style="list-style-type: none"> • complete on-programme training to meet the KSBs as outlined in the apprenticeship standard for a minimum of 12 months • complete the required amount of off-the-job training specified by the apprenticeship funding rules and as arranged by the employer and training provider • understand the purpose and importance of EPA • prepare for and undertake the EPA including meeting all gateway requirements
Employer	<p>As a minimum, the apprentice's employer must:</p> <ul style="list-style-type: none"> • select the training provider • work with the training provider to select the EPAO • work with the training provider, where applicable, to support the apprentice in the workplace and to provide the opportunities for the apprentice to develop the KSBs • arrange and support off-the-job training to be undertaken by the apprentice • decide when the apprentice is working at or above the apprenticeship standard and is ready for EPA • ensure the apprentice is prepared for the EPA • ensure that all supporting evidence required at the gateway is submitted in line with this EPA plan • confirm arrangements with the EPAO for the EPA in a timely manner, including who, when, where • provide the EPAO with access to any employer-specific documentation as required for example, company policies • ensure that the EPA is scheduled with the EPAO for a date and time which allows appropriate opportunity for the apprentice to meet the KSBs • ensure the apprentice is given sufficient time away from regular duties to prepare for, and complete the EPA • ensure that any required supervision during the EPA period, as stated within this EPA plan, is in place • ensure the apprentice has access to the resources used to fulfil their role and carry out the EPA for workplace based assessments

	<ul style="list-style-type: none"> • remain independent from the delivery of the EPA • pass the certificate to the apprentice upon receipt
EPAO	<p>As a minimum, the EPAO must:</p> <ul style="list-style-type: none"> • conform to the requirements of this EPA plan and deliver its requirements in a timely manner • conform to the requirements of the apprenticeship provider and assessment register • conform to the requirements of the external quality assurance provider (EQAP) • understand the apprenticeship including the occupational standard and EPA plan • make all necessary contractual arrangements including agreeing the price of the EPA • develop and produce assessment materials including specifications and marking materials, for example mark schemes, practice materials, training material • maintain and apply a policy for the declaration and management of conflict of interests and independence. This must ensure, as a minimum, there is no personal benefit or detriment for those delivering the EPA or from the result of an assessment. It must cover: <ul style="list-style-type: none"> • apprentices • employers • independent assessors • any other roles involved in delivery or grading of the EPA • have quality assurance systems and procedures that ensure fair, reliable and consistent assessment and maintain records of internal quality assurance (IQA) activity for external quality assurance (EQA) purposes • appoint independent, competent, and suitably qualified assessors in line with the requirements of this EPA plan • appoint administrators, invigilators and any other roles where required to facilitate the EPA • deliver induction, initial and on-going training for all their independent assessors and any other roles involved in the delivery or grading of the EPA as specified within this EPA plan. This should include how to record the rationale and evidence for grading decisions where required

	<ul style="list-style-type: none"> • conduct standardisation with all their independent assessors before allowing them to deliver an EPA, when the EPA is updated, and at least once a year • conduct moderation across all of their independent assessors' decisions once EPAs have started according to a sampling plan, with associated risk rating of independent assessors • monitor the performance of all their independent assessors and provide additional training where necessary • develop and provide assessment recording documentation to ensure a clear and auditable process is in place for providing assessment decisions and feedback to all relevant stakeholders • use language in the development and delivery of the EPA that is appropriate to the level of the apprenticeship • arrange for the EPA to take place in a timely manner, in consultation with the employer • provide information, advice, and guidance documentation to enable apprentices, employers and training providers to prepare for the EPA • confirm the gateway requirements have been met before they start the EPA for an apprentice • arrange a suitable venue for the EPA • maintain the security of the EPA including, but not limited to, verifying the identity of the apprentice, invigilation and security of materials • where the EPA plan permits assessment away from the workplace, ensure that the apprentice has access to the required resources and liaise with the employer to agree this if necessary • confirm the overall grade awarded • maintain and apply a policy for conducting appeals
Independent assessor	<p>As a minimum, an independent assessor must:</p> <ul style="list-style-type: none"> • be independent, with no conflict of interest with the apprentice, their employer or training provider, specifically, they must not receive a personal benefit or detriment from the result of the assessment • have, maintain and be able to evidence up-to-date knowledge and expertise of the occupation • have the competence to assess the EPA and meet the requirements of the IQA section of this EPA plan

	<ul style="list-style-type: none"> • understand the apprenticeship's occupational standard and EPA plan • attend induction and standardisation events before they conduct an EPA for the first time, when the EPA is updated, and at least once a year • use language in the delivery of the EPA that is appropriate to the level of the apprenticeship • work with other personnel, where used, in the preparation and delivery of assessment methods • conduct the EPA to assess the apprentice against the KSBs and in line with the EPA plan • make final grading decisions in line with this EPA plan • record and report assessment outcome decisions • comply with the IQA requirements of the EPAO • comply with external quality assurance (EQA) requirements
Training provider	<p>As a minimum, the training provider must:</p> <ul style="list-style-type: none"> • conform to the requirements of the apprenticeship provider and assessment register • ensure procedures are in place to mitigate against any conflict of interest • work with the employer and support the apprentice during the off-the-job training to provide the opportunities to develop the KSBs as outlined in the occupational standard • deliver training to the apprentice as outlined in their apprenticeship agreement • monitor the apprentice's progress during any training provider led on-programme learning • ensure the apprentice is prepared for the EPA • work with the employer to select the EPAO • advise the employer, upon request, on the apprentice's readiness for EPA • ensure that all supporting evidence required at the gateway is submitted in line with this EPA plan • remain independent from the delivery of the EPA
Marker	<p>As a minimum, the marker must:</p>

	<ul style="list-style-type: none"> • attend induction training as directed by the EPAO • have no direct connection or conflict of interest with the apprentice, their employer or training provider • mark test answers in line with the EPAO's mark scheme and procedures
Invigilator	<p>As a minimum, the invigilator must:</p> <ul style="list-style-type: none"> • attend induction training as directed by the EPAO • not invigilate an assessment, solely, if they have delivered the assessed content to the apprentice • invigilate and supervise the apprentice during tests and in breaks during assessment methods to prevent malpractice in line with the EPAO's invigilation procedures

Reasonable adjustments

Reasonable adjustments

The EPAO must have reasonable adjustments arrangements for the EPA.

This should include:

- how an apprentice qualifies for a reasonable adjustment
- what reasonable adjustments may be made

Adjustments must maintain the validity, reliability and integrity of the EPA as outlined in this EPA plan.

Special considerations

The EPAO must have special consideration arrangements for the EPA.

This should include:

- how an apprentice qualifies for a special consideration
- what special considerations will be given

Special considerations must maintain the validity, reliability and integrity of the EPA as outlined in this EPA plan.

Internal quality assurance

Internal quality assurance refers to the strategies, policies and procedures that an EPAO must have in place to ensure valid, consistent and reliable EPA decisions.

EPAOs for this EPA must adhere to the requirements within the roles and responsibilities table.

They must also appoint independent assessors who:

- have recent relevant experience of the occupation or sector to at least occupational level 2 gained in the last 5 years or significant experience of the occupation or sector
- meet the following minimum requirements:
 - hold or working towards an assessor qualification
 - have 5 years experience working in a farm or hatchery in a poultry organisation

Value for money

Affordability of the EPA will be aided by using at least some of the following:

- completing applicable assessment methods online, for example computer-based assessment
- utilising digital remote platforms to conduct applicable assessment methods
- conducting assessment methods on the same day

Professional recognition

This apprenticeship is not aligned to professional recognition.

Mapping of KSBs to assessment methods

KNOWLEDGE	ASSESSMENT METHODS
<p>K1: Core. The relevant species or breeds, their characteristics, behaviours, production cycle, and welfare requirements. (Core)</p>	Multiple choice test
<p>K2: Core. Importance of food safety, including personal hygiene and good hygiene practice and procedures relevant to site environment. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>K3: Core. Health and safety requirements for the individual and the workplace including relevant company procedures and legislative standards. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>K4: Core. Safe and effective methods of operating and maintaining equipment appropriate to the site environment. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>K5: Core. Importance of biosecurity and the procedures and controls that have to be in place to maintain it, including general security rules relevant to the site. (Core)</p>	Multiple choice test
<p>K6: Core. Environmental conditions relevant to the species and point in the life cycle and the impact of any change. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>K7: Core. Procedures for humane culling, storing and disposal. (Core)</p>	Multiple choice test
<p>K8: Core. Relevant welfare codes of practice including the five freedoms; Freedom from hunger and thirst, Freedom from discomfort, Freedom from pain, injury or disease, Freedom to express normal behaviour, Freedom from fear and distress by ensuring conditions and treatment which avoid mental suffering. (Core)</p>	Multiple choice test

<p>K9: Core. The impact of the poultry worker in relation to animal welfare. (Core)</p>	Multiple choice test
<p>K10: Core. Signals and behaviours that indicate animal health or welfare issues and the actions required to mitigate them. (Core)</p>	Multiple choice test
<p>K11: Core. Business and industry legislative requirements, including industry assurance standards. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>K12: Core. Methods for stock control, record keeping and reporting. (Core)</p>	Multiple choice test
<p>K13: Core. Relevant costs, waste management procedures, bird metrics and site targets necessary to deliver effective performance. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>K14: Core. Relevant technology appropriate to the process, for example controls and software. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>K15: Poultry breeding worker. Procedures for handling, storing, moving and transporting birds and eggs. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>K16: Poultry breeding worker. Production targets for the appropriate breed or species. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>K17: Poultry breeding worker. Conditions and resources necessary to bring birds into lay. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos

<p>K18: Poultry breeding worker. The correct dosage and quality of semen used for artificial insemination and frequency required to maximise fertility where relevant to species. (Breeding)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>K19: Poultry egg production worker. Production targets for the appropriate breed or species. (Egg production)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>K20: Poultry egg production worker. Conditions and resources necessary to bring birds into lay. (Egg production)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>K21: Poultry egg production worker. Procedures for handling, storing, moving and transporting eggs. (Egg production)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>K22: Poultry egg production worker. Diet and water requirements relevant to the species and point in the life cycle and the impact of any change. (Egg production)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>K23: Poultry grow out worker. How birds should be handled and placed in new environments. (Grow out)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>K24: Poultry grow out worker. Growth targets required for organisational purposes. (Grow out)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>K25: Poultry grow out worker. The equipment required to ensure the provision of appropriate environmental conditions and feed and water, for example, brooders, heaters, feeders, drinkers, lights, resources, appropriate conditions and feed and water provision required for brooding birds where applicable. (Grow out)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>

<p>K26: Poultry grow out worker. Procedures for handling, storing, moving and transporting birds. (Grow out)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>K27: Poultry grow out worker. Diet and water requirements relevant to the species and point in the life cycle and the impact of any change. (Grow out)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>K28: Poultry hatching worker. Principles of vaccination and the importance of correct administration. (Hatching)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>K29: Poultry hatching worker. Correct storage conditions for eggs. (Hatching)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>K30: Poultry hatching worker. Reasons why eggs would be unsuitable for incubation. (Hatching)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>K31: Poultry hatching worker. Appropriate incubation conditions and times relevant to the species. (Hatching)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>K32: Poultry hatching worker. How to recognise infertile eggs. (Hatching)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>K33: Poultry hatching worker. How to identify birds are fit for transport and procedures to follow when birds are deemed unfit for transport in line with legislation. (Hatching)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>K34: Poultry hatching worker. Procedures for handling, storing, moving and transporting eggs. (Hatching)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>K35: Poultry rearing worker.</p>	Professional discussion underpinned by a

Growth targets required for organisational purposes. (Rearing)	portfolio of evidence and videos
K36: Poultry rearing worker. Equipment, resources, appropriate conditions and feed and water provision required for brooding birds (Rearing)	Professional discussion underpinned by a portfolio of evidence and videos
K37: Poultry rearing worker. The condition and physical characteristics of males suitable and unsuitable for breeding. (Rearing)	Professional discussion underpinned by a portfolio of evidence and videos
K38: Poultry rearing worker. Procedures for handling, storing, moving and transporting birds. (Rearing)	Professional discussion underpinned by a portfolio of evidence and videos
K39: Poultry rearing worker. Principles of vaccination and the importance of correct administration. (Rearing)	Professional discussion underpinned by a portfolio of evidence and videos
K40: Poultry rearing worker. How birds should be handled and placed in new environments. (Rearing)	Professional discussion underpinned by a portfolio of evidence and videos

SKILL	ASSESSMENT METHODS
<p>S1: Core. Works in a safe manner and maintains a safe working environment. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>S2: Core. Carries out the relevant site procedures and report incidents or unsafe conditions. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>S3: Core. Implements and monitors site biosecurity rules and procedures and implements corrective actions when required. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>S4: Core. Follows site security rules. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>S5: Core. Implements site and personal hygiene procedures, including relevant rules for entering & leaving site. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>S6: Core. Maintains a clean environment in line with agreed standards for the facility. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>S7: Core. Applies and uses appropriate manual handling techniques. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>S8: Core. Monitors and maintains the health of the bird or egg. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>S9: Core. Diagnoses bird or egg condition and acts appropriately. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>

<p>S10: Core. Operates environmental control systems in line with operating instructions or procedures taking into account the species and point in life cycle. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>S11: Core. Maintains and operates equipment safely and effectively relevant to the age, breed and bird requirements, for example, ventilation, feeding equipment, drinking equipment, incubators, nest boxes. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>S12: Core. Utilises technology and systems appropriate to the operation, for example, a computerised shed environmental management equipment, hatchery processing equipment, environmental testing equipment, egg grading and packing equipment. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>S13: Core. Conducts appropriate equipment and welfare checks in a timely manner, and maintains, records in accordance with company procedures. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>S14: Core. Monitors and reports performance metrics for operations. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>S15: Core. Adheres to and applies welfare codes of practice including the five freedoms. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>S16: Core. Applies and acts on business, industry and legislative requirements including industry assurance standards relevant to the operation. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>S17: Core. Adapts communication style to suit the audience. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>

<p>S18: Core. Uses problem solving skills in carrying out roles and tasks. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S19: Core. Interacts effectively with colleagues, managers and site visitors. (Core)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S20: Poultry breeding worker. Assists with selection of suitable males for breeding and correctly identifies males suitable and unsuitable for breeding, in line with organisational requirements. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S21: Poultry breeding worker. Assists with bringing birds into lay, (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S22: Poultry breeding worker. Collects, handles, grades, marks and stores eggs for breeding purposes in line with organisational requirements. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S23: Poultry breeding worker. Assist with preparing and facilitating breeding in line with the species and organisation requirements. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S24: Poultry breeding worker, Poultry hatching worker. Prepares facilities for arrival and departure of birds. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S25: Poultry breeding worker. Assists with providing the appropriate conditions and resources necessary to bring birds into lay. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S26: Poultry breeding worker. Measures the development of the birds using the appropriate method and equipment. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos

<p>S27: Poultry breeding worker. Handles birds in the appropriate manner and places in correct area in suitable quantities in accordance with defined codes of practice. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S28: Poultry breeding worker. Moves and transports birds safely, effectively and compassionately without undue stress. (Breeding)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S29: Poultry egg production worker. Prepares facilities for arrival and departure of eggs. (Egg production)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S30: Poultry egg production worker. Collects, handles, grades, marks and stores eggs in line with organisational requirements. (Egg production)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S31: Poultry egg production worker. Monitor and provide feed and water. (Egg production)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S32: Poultry egg production worker. Assists with providing the appropriate conditions and resources necessary to bring birds into lay. (Egg production)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S33: Poultry egg production worker. Assists with bringing birds into lay. (Egg production)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S34: Poultry grow out worker. Assists with rearing birds to suitable target weight and condition for breeding, (Grow out)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S35: Poultry grow out worker. Handles birds in the appropriate manner and places in correct area in suitable quantities in accordance with defined codes of practice. (Grow out)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S36: Poultry grow out worker.</p>	Professional discussion underpinned by a

Prepares facilities for arrival and departure of birds. (Grow out)	portfolio of evidence and videos
S37: Poultry grow out worker. Monitor and provide feed and water. (Grow out)	Professional discussion underpinned by a portfolio of evidence and videos
S38: Poultry grow out worker. Assesses the growth of young birds meets production targets in line with organisational requirements and instructions. (Grow out)	Professional discussion underpinned by a portfolio of evidence and videos
S39: Poultry grow out worker. Moves and transports birds safely, effectively and compassionately without undue stress. (Grow out)	Professional discussion underpinned by a portfolio of evidence and videos
S40: Poultry hatching worker. Receive and select eggs for hatching. (Hatching)	Professional discussion underpinned by a portfolio of evidence and videos
S41: Poultry hatching worker. Assists with checking egg fertility and selecting eggs for transfer in line with organisational requirements. (Hatching)	Professional discussion underpinned by a portfolio of evidence and videos
S42: Poultry hatching worker. Hatches and despatches poultry. (Hatching)	Professional discussion underpinned by a portfolio of evidence and videos
S43: Poultry hatching worker. Prepares facilities for arrival and departure of Eggs. (Hatching)	Professional discussion underpinned by a portfolio of evidence and videos
S44: Poultry hatching worker. Assists with preparing and administering vaccines and treatments in accordance with instructions. (Hatching)	Professional discussion underpinned by a portfolio of evidence and videos

<p>S45: Poultry hatching worker. Stores eggs in suitable environment conditions. (Hatching)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S46: Poultry hatching worker. Takes off poultry, recognise and dispose of sub-standard products in-line with legal and organisational requirements and prepare birds for transportation. (Hatching)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S47: Poultry hatching worker. Prepares and load eggs into the incubator in accordance with organisation procedures. (Hatching)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S48: Poultry rearing worker. Assists with preparing and administering vaccines and treatments in accordance with instructions. (Rearing)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S49: Poultry rearing worker. Assists with preparing necessary equipment and appropriate conditions for new birds and prepares appropriate feed and water taking account of brooding and growing procedures appropriate to species. (Rearing)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S50: Poultry rearing worker. Prepares facilities for arrival and departure of birds. (Rearing)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S51: Poultry rearing worker. Monitors and provides feed and water. (Rearing)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S52: Poultry rearing worker. Assists with rearing birds to suitable target weight and condition for breeding, (Rearing)</p>	Professional discussion underpinned by a portfolio of evidence and videos
<p>S53: Poultry rearing worker. Handles birds in the appropriate manner and places in correct area in suitable quantities in accordance with defined codes of practice. (Rearing)</p>	Professional discussion underpinned by a portfolio of evidence and videos

<p>S54: Poultry rearing worker. Assists with preparing and administering vaccine s and treatments in accordance with instructions. (Rearing)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>S55: Poultry rearing worker. Assesses the growth of young birds meets production targets in line with organisational requirements and instructions. (Rearing)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>S56: Poultry rearing worker. Moves and transports birds safely, effectively and compassionately without undue stress. (Rearing)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>

BEHAVIOUR	ASSESSMENT METHODS
<p>B1: Core. Team focused and works effectively with colleagues and others. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>B2: Core. Supports an inclusive workplace. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>B3: Core. Demonstrates a strong work ethic, including pride in work, attention to detail, integrity and good time management. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>B4: Core. Committed to continuous professional development. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>B5: Core. Contributes to a sustainable workplace. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>B6: Core. Takes responsibility for adopting good animal welfare practices. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>
<p>B7: Core. Adapts to change in conditions, technologies, situations and working environment. (Core)</p>	<p>Professional discussion underpinned by a portfolio of evidence and videos</p>

Mapping of KSBs to grade themes

Professional discussion underpinned by a portfolio of evidence and videos

KSBS GROUPED BY THEME	KNOWLEDGE	SKILLS	BEHAVIOUR
(Core) Biosecurity K2 S3 S5 S6 B5	Importance of food safety, including personal hygiene and good hygiene practice and procedures relevant to site environment. (Core) (K2)	<p>Implements and monitors site biosecurity rules and procedures and implements corrective actions when required. (Core) (S3)</p> <p>Implements site and personal hygiene procedures, including relevant rules for entering & leaving site. (Core) (S5)</p> <p>Maintains a clean environment in line with agreed standards for the facility. (Core) (S6)</p>	Contributes to a sustainable workplace. (Core) (B5)
(Core) Health and safety K3 K4 S1 S2 S7	<p>Health and safety requirements for the individual and the workplace including relevant company procedures and legislative standards. (Core) (K3)</p> <p>Safe and effective methods of operating and maintaining equipment appropriate to the site environment. (Core) (K4)</p>	<p>Works in a safe manner and maintains a safe working environment. (Core) (S1)</p> <p>Carries out the relevant site procedures and report incidents or unsafe conditions. (Core) (S2)</p> <p>Applies and uses appropriate manual handling techniques. (Core) (S7)</p>	None
(Core) Husbandry K6	Environmental conditions relevant	Monitors and maintains the	Takes responsibility for adopting good

<p>S8 S9 S10 S11 S12 S13 S15 B6</p>	<p>to the species and point in the life cycle and the impact of any change. (Core) (K6)</p>	<p>health of the bird or egg. (Core) (S8)</p> <p>Diagnoses bird or egg condition and acts appropriately. (Core) (S9)</p> <p>Operates environmental control systems in line with operating instructions or procedures taking into account the species and point in life cycle. (Core) (S10)</p> <p>Maintains and operates equipment safely and effectively relevant to the age, breed and bird requirements, for example, ventilation, feeding equipment, drinking equipment, incubators, nest boxes. (Core) (S11)</p> <p>Utilises technology and systems appropriate to the operation, for example, a computerised shed environmental management equipment, hatchery processing equipment, environmental testing equipment, egg grading and</p>	<p>animal welfare practices. (Core) (B6)</p>
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		<p>packing equipment. (Core) (S12)</p> <p>Conducts appropriate equipment and welfare checks in a timely manner, and maintains, records in accordance with company procedures. (Core) (S13)</p> <p>Adheres to and applies welfare codes of practice including the five freedoms. (Core) (S15)</p>	
<p>(Core) Operational K11 K13 K14 S4 S14 S16 S17 S18 S19 B1 B2 B3 B4 B7</p>	<p>Business and industry legislative requirements, including industry assurance standards. (Core) (K11)</p> <p>Relevant costs, waste management procedures, bird metrics and site targets necessary to deliver effective performance. (Core) (K13)</p> <p>Relevant technology appropriate to the process, for example controls and software. (Core) (K14)</p>	<p>Follows site security rules. (Core) (S4)</p> <p>Monitors and reports performance metrics for operations. (Core) (S14)</p> <p>Applies and acts on business, industry and legislative requirements including industry assurance standards relevant to the operation. (Core) (S16)</p> <p>Adapts communication style to suit the audience. (Core) (S17)</p> <p>Uses problem solving skills in carrying out roles</p>	<p>Team focused and works effectively with colleagues and others. (Core) (B1)</p> <p>Supports an inclusive workplace. (Core) (B2)</p> <p>Demonstrates a strong work ethic, including pride in work, attention to detail, integrity and good time management. (Core) (B3)</p> <p>Committed to continuous professional development. (Core) (B4)</p> <p>Adapts to change in conditions, technologies, situations and working</p>

		and tasks. (Core) (S18) Interacts effectively with colleagues, managers and site visitors. (Core) (S19)	environment. (Core) (B7)
(Poultry breeding worker) Breeding K15 K16 K17 K18 S20 S21 S22 S23 S24 S25 S26 S27 S28	<p>Procedures for handling, storing, moving and transporting birds and eggs. (Breeding) (K15)</p> <p>Production targets for the appropriate breed or species. (Breeding) (K16)</p> <p>Conditions and resources necessary to bring birds into lay. (Breeding) (K17)</p> <p>The correct dosage and quality of semen used for artificial insemination and frequency required to maximise fertility where relevant to species. (Breeding) (K18)</p>	<p>Assists with selection of suitable males for breeding and correctly identifies males suitable and unsuitable for breeding, in line with organisational requirements. (Breeding) (S20)</p> <p>Assists with bringing birds into lay, (Breeding) (S21)</p> <p>Collects, handles, grades, marks and stores eggs for breeding purposes in line with organisational requirements. (Breeding) (S22)</p> <p>Assist with preparing and facilitating breeding in line with the species and organisation requirements. (Breeding) (S23)</p> <p>Prepares facilities for arrival and departure of birds. (Breeding) (S24)</p> <p>Assists with providing the appropriate</p>	None

		<p>conditions and resources necessary to bring birds into lay. (Breeding) (S25)</p> <p>Measures the development of the birds using the appropriate method and equipment. (Breeding) (S26)</p> <p>Handles birds in the appropriate manner and places in correct area in suitable quantities in accordance with defined codes of practice. (Breeding) (S27)</p> <p>Moves and transports birds safely, effectively and compassionately without undue stress. (Breeding) (S28)</p>	
<p>(Poultry egg production worker) Egg production K19 K20 K21 K22 S29 S30 S31 S32 S33</p>	<p>Production targets for the appropriate breed or species. (Egg production) (K19)</p> <p>Conditions and resources necessary to bring birds into lay. (Egg production) (K20)</p> <p>Procedures for handling, storing, moving and transporting eggs.</p>	<p>Prepares facilities for arrival and departure of eggs. (Egg production) (S29)</p> <p>Collects, handles, grades, marks and stores eggs in line with organisational requirements. (Egg production) (S30)</p> <p>Monitor and provide feed and water. (Egg production) (S31)</p>	<p>None</p>

	<p>(Egg production) (K21)</p> <p>Diet and water requirements relevant to the species and point in the life cycle and the impact of any change. (Egg production) (K22)</p>	<p>Assists with providing the appropriate conditions and resources necessary to bring birds into lay. (Egg production) (S32)</p> <p>Assists with bringing birds into lay. (Egg production) (S33)</p>	
<p>(Poultry grow out worker) Grow out K23 K24 K25 K26 K27 S34 S35 S36 S37 S38 S39</p>	<p>How birds should be handled and placed in new environments. (Grow out) (K23)</p> <p>Growth targets required for organisational purposes. (Grow out) (K24)</p> <p>The equipment required to ensure the provision of appropriate environmental conditions and feed and water, for example, brooders, heaters, feeders, drinkers, lights, resources, appropriate conditions and feed and water provision required for brooding birds where applicable. (Grow out) (K25)</p> <p>Procedures for handling, storing, moving and</p>	<p>Assists with rearing birds to suitable target weight and condition for breeding, (Grow out) (S34)</p> <p>Handles birds in the appropriate manner and places in correct area in suitable quantities in accordance with defined codes of practice. (Grow out) (S35)</p> <p>Prepares facilities for arrival and departure of birds. (Grow out) (S36)</p> <p>Monitor and provide feed and water. (Grow out) (S37)</p> <p>Assesses the growth of young birds meets production targets in line with organisational requirements and</p>	<p>None</p>

	<p>transporting birds. (Grow out) (K26)</p> <p>Diet and water requirements relevant to the species and point in the life cycle and the impact of any change. (Grow out) (K27)</p>	<p>instructions. (Grow out) (S38)</p> <p>Moves and transports birds safely, effectively and compassionately without undue stress. (Grow out) (S39)</p>	
<p>(Poultry hatching worker) Hatching K28 K29 K30 K31 K32 K33 K34 S40 S41 S42 S43 S44 S45 S46 S47</p>	<p>Principles of vaccination and the importance of correct administration. (Hatching) (K28)</p> <p>Correct storage conditions for eggs. (Hatching) (K29)</p> <p>Reasons why eggs would be unsuitable for incubation. (Hatching) (K30)</p> <p>Appropriate incubation conditions and times relevant to the species. (Hatching) (K31)</p> <p>How to recognise infertile eggs. (Hatching) (K32)</p> <p>How to identify birds are fit for transport and procedures to follow when birds are deemed unfit for transport in line with legislation. (Hatching) (K33)</p>	<p>Receive and select eggs for hatching. (Hatching) (S40)</p> <p>Assists with checking egg fertility and selecting eggs for transfer in line with organisational requirements. (Hatching) (S41)</p> <p>Hatches and despatches poultry. (Hatching) (S42)</p> <p>Prepares facilities for arrival and departure of Eggs. (Hatching) (S43)</p> <p>Assists with preparing and administering vaccines and treatments in accordance with instructions. (Hatching) (S44)</p> <p>Stores eggs in suitable environment conditions. (Hatching) (S45)</p>	<p>None</p>

	<p>Procedures for handling, storing, moving and transporting eggs. (Hatching) (K34)</p>	<p>Takes off poultry, recognise and dispose of sub-standard products in-line with legal and organisational requirements and prepare birds for transportation. (Hatching) (S46)</p> <p>Prepares and load eggs into the incubator in accordance with organisation procedures. (Hatching) (S47)</p>	
<p>(Poultry rearing worker) Rearing K35 K36 K37 K38 K39 K40 S48 S49 S50 S51 S52 S53 S54 S55 S56</p>	<p>Growth targets required for organisational purposes. (Rearing) (K35)</p> <p>Equipment, resources, appropriate conditions and feed and water provision required for brooding birds (Rearing) (K36)</p> <p>The condition and physical characteristics of males suitable and unsuitable for breeding. (Rearing) (K37)</p> <p>Procedures for handling, storing, moving and transporting birds. (Rearing) (K38)</p> <p>Principles of vaccination and the</p>	<p>Assists with preparing and administering vaccines and treatments in accordance with instructions. (Rearing) (S48)</p> <p>Assists with preparing necessary equipment and appropriate conditions for new birds and prepares appropriate feed and water taking account of brooding and growing procedures appropriate to species. (Rearing) (S49)</p> <p>Prepares facilities for arrival and departure of birds. (Rearing) (S50)</p>	<p>None</p>

	<p>importance of correct administration. (Rearing) (K39)</p> <p>How birds should be handled and placed in new environments. (Rearing) (K40)</p>	<p>Monitors and provides feed and water. (Rearing) (S51)</p> <p>Assists with rearing birds to suitable target weight and condition for breeding, (Rearing) (S52)</p> <p>Handles birds in the appropriate manner and places in correct area in suitable quantities in accordance with defined codes of practice. (Rearing) (S53)</p> <p>Assists with preparing and administering vaccines and treatments in accordance with instructions. (Rearing) (S54)</p> <p>Assesses the growth of young birds meets production targets in line with organisational requirements and instructions. (Rearing) (S55)</p> <p>Moves and transports birds safely, effectively and compassionately without undue stress. (Rearing) (S56)</p>	
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