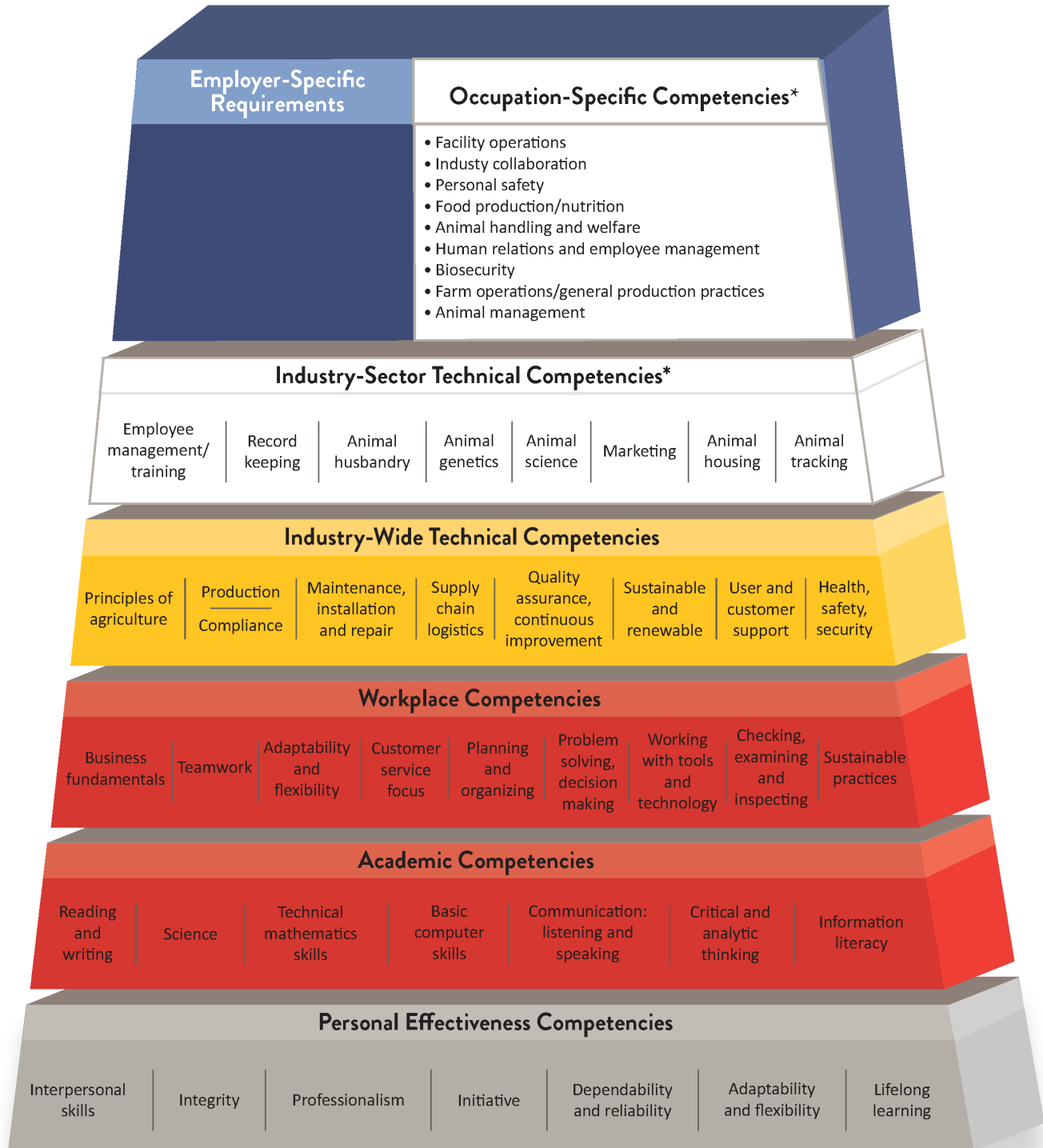


# Minnesota Dual-Training Pipeline

## Competency Model for Agricultural Occupation: Farm Animal Manager



Based on: Competency Model Employment and Training Administration, United States Department of Labor.

\* Pipeline recommends the Industry-Sector Technical Competencies as formal training opportunities (provided through related instruction) and the Occupation-Specific Competencies as on-the-job training opportunities.



## Competency Model for Farm Animal Manager

**Farm Animal Manager** – A Farm Animal Manager is one who leads a team in the processes of caring for and administering processes to ensure sound production of baby farm animals to adult farm animals to assure optimum productivity. Farm animal managers are often responsible for all aspects of animal care, facility repair and maintenance at the site.

### Industry-Sector Technical Competencies

**Related Instruction** for dual training means the organized and systematic form of education resulting in the enhancement of skills and competencies related to the dual trainee's current or intended occupation.

- **Record keeping** – Knowledge of record keeping procedures regarding production, economics, and farm animal issue troubleshooting.
- **Employee management/training** – Understand employee management principles and training techniques.
- **Animal genetics** – Training on animal genetics and how to manipulate breeding to create improved herds.
- **Animal science** – Understanding of the science and business of producing domestic livestock species.
- **Animal housing** – Knowledge of principles used in the upkeep and maintenance of animal living space to ensure animal health and safety are considered.
- **Animal husbandry** – Understanding of the care and breeding of domestic livestock.
- **Marketing** – Knowledge of the principles of marketing livestock products.
- **Animal tracking** – Ability to use tools to track animal information.

## Occupation-Specific Competencies

**On-the-Job Training (OJT)** is hands-on instruction completed at work to learn the core competencies necessary to succeed in an occupation. Common types of OJT include job shadowing, mentorship, cohort-based training, assignment-based project evaluation and discussion-based training.

- **Facility operations** – Management of all systems and controls of the facility including ventilation, feeding, and watering.
- **Industry collaboration** – Introduction to opportunities to collaborate with other businesses within the agricultural industry.
- **Personal safety** – Ability to use proper industry standards to maintain a safe work environment to ensure personal well-being.
- **Food production/nutrition** – Awareness of livestock food production and essential nutrition.
- **Animal handling and welfare** – Ability to properly handle livestock with attention to their welfare.
- **Human relations and employee management** – Understanding of proper human relations and managing staff.
- **Biosecurity** – Knowledge of procedures intended to protect livestock animals against disease or harmful biological agents
- **Farm operations/general production practices** – Awareness of general farm and animal production practices and the operations required for successful farm business.
- **Animal Management** – Use sound management techniques to track livestock in regards to performance, inventory, and prevent costly mistakes.

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