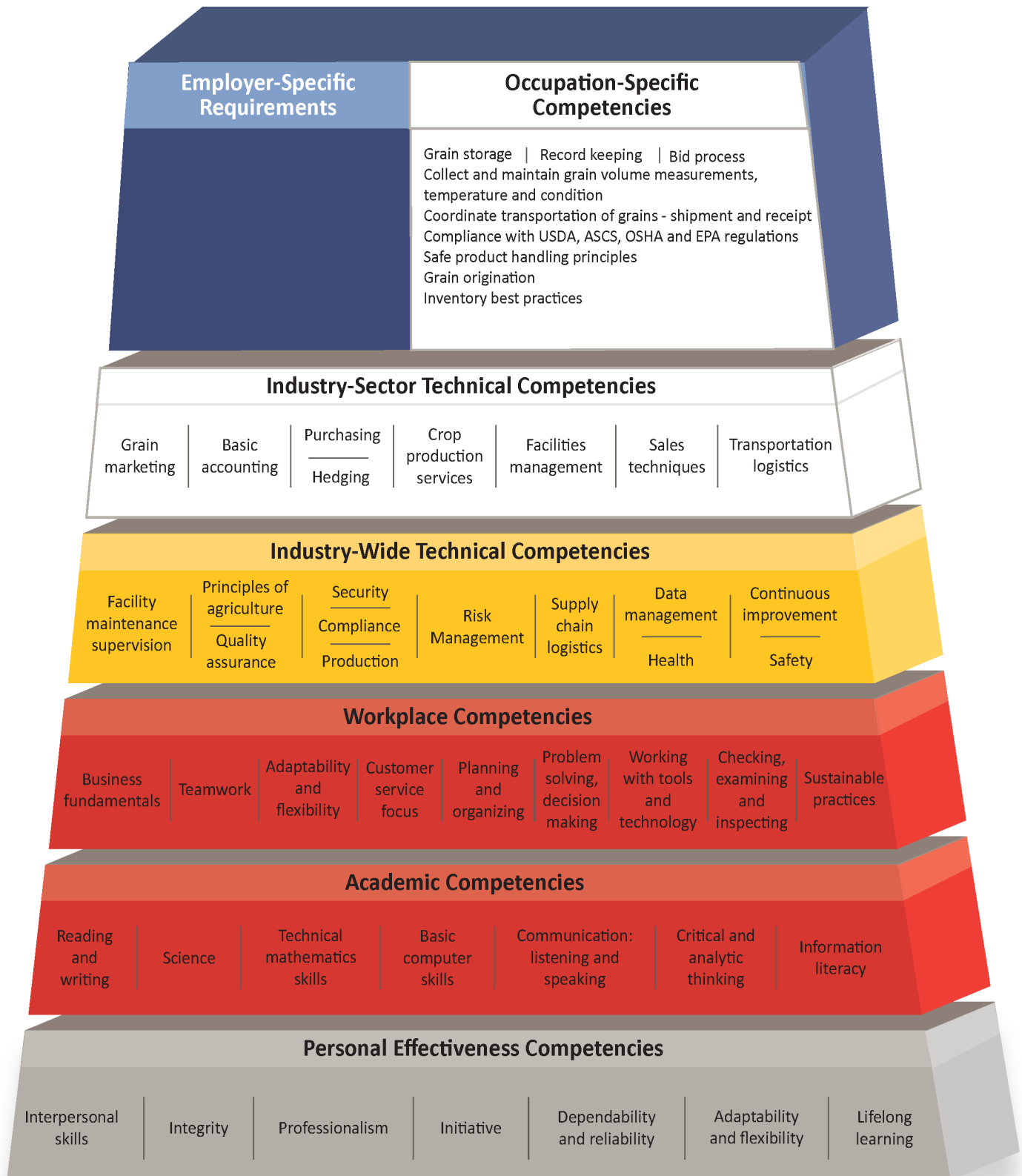


Minnesota Dual-Training Pipeline Competency Model for Agricultural Occupation: Grain Merchandiser



Based on: Agricultural Industry Council input and feedback and modifications from the United States Department of Labor competency model.

*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 Grain Merchandiser

Grain Merchandiser – A grain merchandiser is a person trained in agribusiness and marketing who works in the agriculture sector. The person oversees and coordinates the purchase, storage, handling, and marketing of all grain transactions for the grain elevator trade area to optimize the elevators’ market share and savings, improve the elevators’ efficiency, help achieve the company mission and goals, and result in outstanding customer service. The primary goal of a grain merchandiser is to secure and purchase a reliable supply of the highest quality grains at the lowest possible price.

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.

- **Grain marketing** – The negotiation and communication of appropriately factored prices, dates, and quantities of grain to develop a reasonable return on investment while taking into consideration current market conditions.
- **Basic accounting** – Understanding of the principles of debt, credit, accounts, assets, liabilities, equity, revenue, and expenses; the ability to balance and enumerate all financial information considering these factors.
- **Purchasing** – The act of buying grain at a fair price given current market conditions.
- **Crop production services** – Assisting customers through networking and direct consultation to help farmers have access to all materials, including seed, fertilizer, irrigation supplies, as well as machinery and agriculture services to produce a strong grain crop.
- **Transportation logistics** – Understanding of grain transporting equipment from vehicle capacity to drivers, utilization of alternative methods of delivery (such as freight rail) to move grain from the farm to the processing facility and to the final grain product distribution facility.
- **Sales techniques** – Detailed approaches to selling grain in diverse amounts of quantity to both existing and new customers.

- **Facilities management** – Maintenance of fully equipped grain processing and storage facilities to ensure efficient and effective grain transfer, ensuring adherence to high quality health standards of the grain product.
- **Hedging** - Knowledge of how to follow grain market trends and accurately price grain while factoring in risk, futures, and local basis to best ensure at least some profit and/or mitigate against some loss for the company.

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.

- **Grain storage** – Knowledge of best practices for storing grain in equipment that is suitable for resale and that is safe and in compliance with all state and local laws governing the storage of grain.
- **Record keeping** – Creation, organization, and maintenance of the records of sales and purchases of grain.
- **Collect and maintain grain volume measurements, temperature, and condition** – The act of properly recording inputs and outputs of grain and the tracking of volume of goods, temperature of storage and grain condition.
- **Coordinate transportation of grains (shipment and receipt)** – The act of efficiently designing the shipment and receipt of grain to and from their destinations.
- **Compliance with USDA, ASCS, OSHA, and EPA regulations** – Awareness of and adherence to the state and federal regulations governing the safe and healthy production, harvest, and processing of grain.
 - **USDA:** United States Department of Agriculture
 - **ASCS:** Agricultural Stabilization and Conservation Service
 - **OSHA:** Occupational Safety and Health Administration
 - **EPA:** Environmental Protection Agency
- **Safe product handling principles** – Understanding the guidelines that govern the safety of product handling.

- **Bid process** – Knowing the steps involved with deciding on the current cost of the product, including current market conditions.
- **Grain origination** – The place from which grain originates, which may impact handling procedures and prices.
- **Inventory best practices** – Collection of data following the ideal rules, regulations, and processes of maintaining inventory.

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