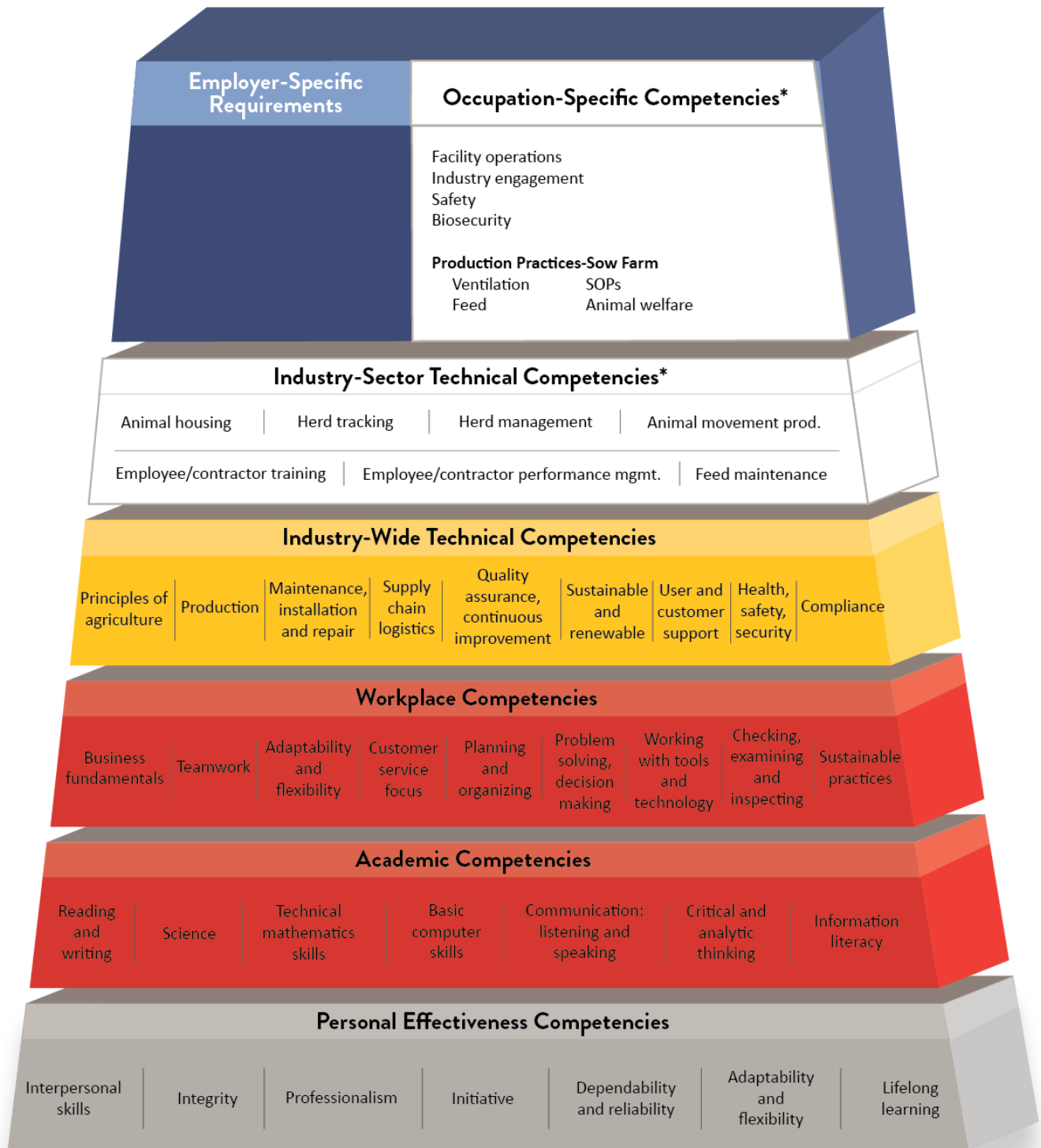


# Minnesota Dual-Training Pipeline

## Competency Model for Agriculture

### Occupation: Swine Technician (Sow Farm)



Based on: Competency Model for 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 Swine Technician (Sow Farm)

**Swine Technician (Sow Farm)** – An individual who assists in providing all daily aspects of animal care, specializing in sow farm operation for healthy swine production.

### 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.

- **Animal housing** – Understanding of proper procedures and requirements for healthy animal housing best practices, especially for sows and their piglets.
- **Employee/contractor training**– Understand the theory and practices involved with employee management principles and training techniques for employees/ contractors involved in swine production.
- **Herd tracking** – Knowledge of skills and tools used for tracking individual animals and animals as a herd.
- **Herd management** – Understanding the science and business of producing domestic livestock species.
- **Animal movement production** – Knowledge of principles regarding safe and healthy movement of a herd.
- **Employee/contractor performance management** – Knowledge of important management factors to monitor when working with an extensive group of employees/contractors.
- **Feed maintenance** – Attention to quality control of feed and minimizing health risks for the herd.

### 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 engagement** – Introduction to opportunities to engage with other businesses within the agricultural industry.
- **Safety** – Know how to use proper industry standards to maintain a safe work environment to ensure personal well-being and safety of co-workers.
- **Biosecurity** – Knowledge of procedures intended to protect livestock animals against disease or harmful biological agents.
- **Production practices – Sow Farm**
  - **Ventilation** – Understanding of importance of and the ability to manage systems to maintain proper ventilation of facility.
  - **Feed** – Understanding of livestock feeding procedures and essential nutrition for sows and their piglets.
  - **Animal welfare** – Know how to properly handle livestock with attention to their safe handling and overall welfare.
  - **Standard operating procedures** – Knowledge of standard operating procedures for the facility and herd management.

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