



Careers in the poultry industry

Key Stages 3 and 4

Ages 11-16



In association with



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Introduction

The poultry industry is keen to help young people learn more about poultry production. We eat a lot of chicken but what is the process that makes sure it ends up as a safe, healthy part of our meals?

As well as providing factual information, we hope also to encourage some young people to consider a career in the industry as there are many different jobs available at many different levels.

This e-booklet aims to highlight some of the careers and the routes to take to achieve them.



Careers guidance in schools

The Government's careers strategy, published on 4 December 2017, sets out a long term plan to build a world class careers system that will help young people and adults choose the career that is right for them. A successful careers guidance programme will also be reflected in higher numbers of pupils progressing to positive destinations such as apprenticeships, technical routes, school sixth forms, sixth form colleges, further education colleges, universities or employment.

Schools are encouraged to use the Gatsby Charitable Foundation's Benchmarks

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/748474/181008_schools_statutory_guidance_final.pdf

The benchmarks are wide-ranging and offer a variety of opportunities to schools and businesses alike. For example:

- Every year, from the age of 11, pupils should participate in at least one meaningful encounter* with an employer.

*A 'meaningful encounter' is one in which the student has an opportunity to learn about what work is like or what it takes to be successful in the workplace

- For the employer encounters Benchmark, every school should begin to offer every young person seven encounters with employers – at least one each year from year 7 to year 13 – and meet this in full by the end of 2020. Some of these encounters should be with STEM employers.
- By the age of 16, every pupil should have had at least one experience of a workplace, additional to any part-time jobs they may have.

Diamond Activity

Aim: To help students focus on their own skills

1. On large pieces of paper or card draw a diamond shape with the words Most Important at the top and Least Important at the bottom.
2. Copy the words below and cut up into sets of individual cards
3. In groups, students discuss the meaning of each term
4. Students then order the words from most important to least important. (This can be done on an individual basis or as a group). The pattern of the words will be one at the top and the bottom, two on the next line and three across the centre.

| | |
|-----------------------------|-----------------------------|
| Team worker | Follows instructions |
| Organised | Self-motivated |
| Computer literate | Physically fit |
| Spelling and grammar | Attention to detail |
| Punctual | |

Invitation to a poultry worker

Invite a representative of the poultry industry into school to talk to the class.
LEAF Education may be able to help source a poultry farmer/representative.

education@leafuk.org

Prior to the visit, it would be useful to ask the students to research the poultry industry. You will find example videos on the web e.g.

<https://www.whyfarmingmatters.co.uk/using-the-videos>

Howle Manor: <https://www.youtube.com/watch?v=U3-ejYvdarQ>

Frogmary Green Farm: <https://www.youtube.com/watch?v=bXWBcsYoXGw>

Applied Farming Ltd: <https://www.youtube.com/watch?v=KC8GStmBdKc>

There may be some strong views about rearing/eating chicken so it is important that students understand the importance of listening skills and politeness when posing questions to the visitor.

You can also find a wide variety of resources on Countryside Classroom
<http://www.countrysideclassroom.org.uk/poultry-education-project>

Changing patterns of work

Questions in bold may need some research by students. There are some responses to show how various working patterns are used in the poultry industry.

Patterns of work have changed dramatically over time with the pace of change being greater than ever in recent years.

Can you think of any examples to demonstrate this statement?

Flexible working – do you understand what is meant by this?

Does the poultry industry offer flexible working?

This would be more for office staff as there are strict guidelines with regards to looking after the livestock. Drivers would not be able to work flexibly.

Part-time work. What does this mean and who might it benefit?

Is there part-time work available in the poultry industry?

There are a lot of part time workers and weekend workers in all aspects of the industry.

What does the term “overtime” mean?

At poultry production company P D Hook, for example, they work to the 48 hour working week but some companies use annualised hours. Farm staff self manage time so overtime is not normally utilised.

How is flexitime different to flexible working?

In the poultry industry flexitime does not tend to be offered on the farm but can be in office roles.

Job sharing – what does this involve and can you think of advantages and disadvantages.

Different companies have varying policies regarding job sharing.

What is a compressed working week?

This is not normally offered in the poultry industry.

What do you understand by the term “shift work”?

In the poultry sector, shifts are utilised in the hatcheries and farm staff work hours to suit the job they are undertaking.

What do you think is meant by “temporary work”?

Temporary workers are used in the poultry industry to cover for employees who are sick and for seasonal work.

Is sub-contracting used?

The poultry industry uses contractors and sub contractors in every part of the business.

Is teleworking a part of the industry?

Teleworking is not used widely in the poultry industry.

You can find out more about these terms at

http://www.acas.org.uk/media/pdf/5/b/B09_1.pdf

Further suggestions for careers activities

The following few pages contain descriptions of a variety of jobs specific to the poultry industry. These can be used in a number of ways. Here are some suggestions:

1. Divide the class into small groups and give each group copies of one of the job descriptions. Ask them to read through the description and make notes on the following:

Are there any words/terms you do not understand?

Invent the personality of someone who might be suited to this job

Rewrite the job advert in a way you feel is more interesting/appealing

2. Separate the job titles from the remainder of the job descriptions.

Provide descriptions and titles to each group. Can they match the right description to each job?

3. Using the words from the diamond activity, which words would they match to which jobs?

Farm Worker - Breeders

Job Description:

To assist in the process of obtaining top quality fertile hatching eggs, working as part of Team and supporting the Farm Manager

Key Responsibilities:

- Assist with checking chicks, body weighing, male and female sorting, nest hygiene, managing hatching eggs.
- Follow daily routines for feeding, watering and housing the chicks.
- Monitor the chicks' health.
- Accurately record measurement data i.e. meter readings, temperature, etc. and respond accordingly.
- Ensure maintenance of the farm is to the standard required.
- Ensure site security (including biosecurity) is maintained at all time.
- Undertake training as required.

Essential knowledge and skills:

Interest in animal welfare

Organised

Can work independently and as a team member

Salary:

Apprentice: £10,712

Rising to: £18,000 –£21,000

Example Employers:

PD Hook

<http://www.pdhook.co.uk/jobs/>

Farm Worker - Rearing

Job Description:

To assist in the rearing of well reared stock, following guidelines laid down by the Company.

Key Responsibilities:

- Follow daily routines for feeding, watering and housing the chicks.
- Monitor the chicks' health.
- Report any concerns of the flocks' health.
- Assist with checking chicks' body weight.
- Keep accurate records.
- Ensure site security (including bio-security) is maintained at all time.
- Undertake training as required.

Essential knowledge and skills:

Interest in animal welfare

Organised

Can work independently and as a team member

Salary:

Apprentice: £10,712

Rising to: £18,000 – £21,000

Example Employers:

PD Hook

<http://www.pdhook.co.uk/jobs/>

Farm Worker - Broilers

Job Description:

Assist and support with the day to day duties on the farm, ensuring that the stock produced is of the highest standards and meets the required specification in terms of welfare, weight, quality and cost efficiency.

Key Responsibilities:

- Pick up fallen stock and cull birds that do not meet standards in welfare.
- Follow daily routines for tidying and ventilating.
- Assist with farm maintenance (e.g. painting).
- Daily routines of cleaning and tidying staff areas.
- Ensure that any issues or problems are reported to the Farm Manager.
- Ensure site security (including bio-security) is maintained at all time.

Essential knowledge and skills:

Interest in animal welfare

Organised

Can work independently and as a team member

Salary:

Apprentice: £10,712

Rising to: £18,000 –£21,000

Example Employers:

Hook 2 Sisters Limited

<https://www.2sfg.com/careers/>

PD Hook

<http://www.pdhook.co.uk/jobs/>

Hatchery Operative

Job Description:

To prepare for hatching of chicks according to accepted hatching standards.

Key Responsibilities:

Ensure high standards of health and welfare of livestock are maintained at all times.

Handle eggs and chicks according to welfare standards.

Ensure site bio-security is maintained at all times through cleaning and disinfection.

Ensure chick welfare rules are followed.

Essential knowledge and skills:

Interest in animal welfare

Organised

Can work independently and as a team member

Salary:

Apprentice: £10,712

Rising to: £16,000 –£22,000

Example Employers:

PD Hook

<http://www.pdhook.co.uk/jobs/>

Assistant Farm Manager - Breeders

Job Description:

Assist and support the Farm Manager to obtain quality fertile hatching eggs following guidelines laid down by the Company, and assist the Farm Manager in any duties as they arise. Responsible for the farm in the Manager's absence and provide cover for the alarm system as required

Key Responsibilities:

Assist with stock inspections, male and female management, nest hygiene, hatching egg management and cold storage

- Follow daily routines for feeding, water management, litter management and ventilation
 - Monitor flock health to ensure all vaccinations blood testing etc. are carried out accurately and at the correct time
 - Ensure Health and Safety Policy is adhered to by referring to the Health & Safety, Risk Assessment and COSHH Manuals which are provided by the Company, and can be found on site
 - Wear protective clothing as appropriate and directed in Manuals, or as required by a Senior Manager
 - Carry out body weighing of flocks weekly adjusting feed as required
- Set up houses prior to intake and prepare for depletions
- Ensure tight control is maintained on consumables i.e. feed, gas, etc.
 - Accurately record data i.e. meter readings, temperature, etc. and respond accordingly
 - In partnership with Farm Manager ensure adequate cover for the alarm system, ensuring regular weekly testing of the generator and daily testing and recording of farm alarms
-
- Assist Farm Manager with training of Employee
 - Ensure maintenance of farms are to the standard required
 - Ensure all Codes of Practice are adhered to at all times.
 - Flexible approach will be necessary as this role will necessitate working at weekends with some early morning and late evening work.
 - Ensure site security is maintained at all time.
 - Provide holiday / sickness cover for Line Manager as required.
 - Undertake any other duties as required to fulfil the needs of the position
 - Attend training courses which are determined as appropriate by the Company

Continued.....

Essential knowledge and skills:

Initiative and influencing skills with a critically evaluating and questioning approach

- Sound stock management background
- Ability to manage Employees
- Organised and detailed approach to duties
- Ability to prioritise duties / tasks
- Ability to work as part of a Team as well as on own initiative

Salary:

Apprentice: £10,712

Rising to: £16,000 –£22,000

Example Employers:

PD Hook

<http://www.pdhook.co.uk/jobs/>

Future Farmers

Exciting teenagers about a career in agriculture is the aim of a joint project between The National Federation of Young Farmers' Clubs (NFYFC) and LEAF Education.

The training resource, supported by Defra, has been developed to help inspire young people to discover and research subject and career options in the food and farming industry.

The resource, called Future Farming, is available for YFC trainers to deliver to YFC clubs and in schools, as well as being accessible to teachers on the Countryside Classroom website. <https://www.countrysideclassroom.org.uk/resources/1325>

Aimed primarily at schoolchildren in year 9, the Future Farming project aims to break down misconceptions that a career in farming is just about livestock and tractors.

The project will support the work of the AGRI Food industry Workforce Skills and Development strategy.

Future Farming is an interactive session that will also help learners to achieve a greater understanding of importation, exportation and production.

The project supports Personal, Social, Health and Economic (PSHE) education by developing critical thinking, encouraging learners to discuss and explore living in the wider world while encompassing economic and environmental wellbeing and aspects of agricultural, food and retail careers education.

On completion of the session, learners will understand the role that agriculture plays in solving global challenges and where British food comes from. Future technologies will also be highlighted and promotion of the associated industries, extending into the food and retail sectors.

One of the goals for NFYFC's Chair of Council Lynsey Martin, during her term of office, was to encourage YFCs to play an active role in promoting the food and farming industry and its career options.

Lynsey, a member of Kent Federation of Young Farmers' Clubs, said: "There are so many misconceptions about pursuing a career in agriculture and I am so proud that YFC is helping to break those down with this new resource. This is an exciting industry to work in that needs skilled, technical people to keep up with the advances in technology and changing global food demands.

"We are delighted to have worked with LEAF Education to develop the Future Farming resources and we hope that this project starts to make a positive impression on young people who are making those important decisions about their future career."

Director of LEAF Education, Carl Edwards, said:

“Integral to our work as LEAF Education is inspiring and educating future generations about farming, food production and the countryside. Our young people are missing out on being part of a dynamic and vital industry, because they simply do not know about it. The Future Farming project with NFYFC will address this issue and ensure that we communicate directly to those young people about the many career opportunities that are open to them in the sector.

"We are excited to be working with NFYFC, being two leading organisations that deliver and deliver well; it was a natural fit to ensure a successful and targeted programme.”

<https://www.countrysideclassroom.org.uk/resources/1325>