



NATIONAL BOARD FOR TECHNICAL EDUCATION

PLOT B BIDA ROAD, P.M.B. 2239, KADUNA, NIGERIA

IN COLLABORATION WITH



NATIONAL OCCUPATIONAL STANDARDS
(NOS)

POULTRY PRODUCTION LEVELS 4 & 5

JUNE, 2026



**RENEWED HOPE
IN AGRICULTURE**

PREFACE

The development of the National Occupational Standards (NOS) for the agricultural sector marks another important milestone in Nigeria's commitment to strengthening Technical and Vocational Education and Training (TVET), promoting skills development, and improving workforce productivity. These standards have been developed to provide nationally recognized benchmarks for the knowledge, skills, and competencies required for effective performance in various agricultural occupations.

The National Occupational Standards were developed through a collaborative process involving industry experts, employers, professional bodies, regulatory agencies, training institutions, development partners, and other key stakeholders. Their contributions ensured that the standards reflect current industry practices, emerging technologies, and the competency requirements of the modern agricultural sector.

I wish to express my sincere appreciation to the Honourable Minister of Education for providing the policy direction that made this initiative possible. I also acknowledge the support of the Honourable Minister of Agriculture and Food Security and the Honourable Minister of Livestock Development for their commitment to advancing agricultural skills development in Nigeria.

I extend my profound gratitude to the Tertiary Education Trust Fund (TETFund) for its intervention and support, which facilitated the development of these National Occupational Standards. I also appreciate the invaluable contributions of the Sector Skills Council for Agriculture (SSC4A), members of the Implementation Committee, resource persons, industry practitioners, employers, professional associations, regulatory agencies, the French Embassy in Nigeria, development partners, and all stakeholders who contributed their expertise throughout the development process.

These National Occupational Standards will serve as an important reference for competency-based training, assessment, certification, apprenticeship, Recognition of Prior Learning (RPL), and workforce development within the agricultural sector. It is my expectation that all implementing institutions and industry partners will effectively utilize these standards to enhance the quality, relevance, and competitiveness of agricultural skills development in Nigeria.

I commend all stakeholders for their dedication and commitment to this important national assignment and look forward to the successful implementation of these National Occupational Standards for the benefit of the agricultural sector and the nation as a whole.

Professor Idris M. Bugaje, FNSE
Chairman, Implementation Committee

EXECUTIVE SECRETARY

National Board for Technical Education (NBTE), Kaduna

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GENERAL INFORMATION

OVERVIEW

This National Occupational Standard defines the workplace competence required of a Poultry Production Supervisor at NSQ Level 4. It is intended for use by the relevant Sector Skills Council and poultry industry stakeholders as the occupational benchmark from which a recognised. The standard applies to commercial, medium-scale and organised small-scale poultry enterprises and may be adapted to chicken, turkey, duck, guinea fowl and other domesticated poultry species.

QUALIFICATION PURPOSE

The purpose is to benchmark competent line supervisors and senior foremen who use factual, procedural and theoretical understanding to organise poultry production work, supervise personnel, address well-defined and non-routine operational problems, and take responsibility for the quality, safety and biosecurity of work completed within delegated authority.

QUALIFICATION REQUIREMENTS

All candidates must:

- Be at least 16 years of age;
- Be medically fit and able to work safely in poultry production environments;
- Possess functional literacy, numeracy and communication skills;
- Complete Poultry Production Level 3 or demonstrate equivalent competence through Recognition of Prior Learning;
- Be a Nigerian citizen. Other nationals shall possess a valid international passport and residence permit;
- Be vetted.

QUALIFICATION OBJECTIVES

To achieve this qualification, the learner should have the following competencies:

1. Maintain occupational health, safety and biosecurity supervision;
2. Participate in workplace communication, team supervision and professional ethics;
3. Schedule poultry production planning;
4. Conduct poultry housing, environment and equipment supervision;
5. Conduct breeder flock and hatching egg production management;
6. Supervise hatchery operations and chick quality;
7. Supervise broiler production and management;
8. Supervise pullet and layer production and management;
9. Monitor flock health and disease control;
10. Maintain production records, performance analysis and digital reporting;
11. Supervise poultry product processing and handling;
12. Supervise poultry by-products and environmental management.

Level 4 Qualification Units Table

S/N	Unit Reference Number	NOS Title	Credit Value	Guided Learning Hours	Practice Time	Remark
1.	AGR/PPR/001/L4	Occupational Health, Safety and Biosecurity Supervision	3	30	100	Mandatory
2.	AGR/PPR/002/L4	Workplace Communication	3	30	100	Mandatory
3.	AGR/PPR/003/L4	Team Work in Poultry Production	3	30	100	Mandatory
4.	AGR/PPR/004/L4	Poultry Production Planning	4	40	130	Mandatory
5.	AGR/PPR/005/L4	Poultry Housing, Equipment and Environment Supervision	4	40	130	Mandatory
6.	AGR/PPR/006/L4	Breeder Flock Management	4	40	130	Mandatory
7.	AGR/PPR/007/L4	Hatchery Operations and Chick Quality Supervision	4	40	130	Mandatory
8.	AGR/PPR/008/L4	Broiler Production and Management	4	40	130	Mandatory
9.	AGR/PPR/009/L4	Pullet, Layer Production and Management	4	40	130	Mandatory
10.	AGR/PPR/010/L4	Poultry Feeds and Feeding Programme	4	40	130	Mandatory
11.	AGR/PPR/011/L4	Flock Health, Vaccination and Disease Control	4	40	130	Mandatory
12.	AGR/PPR/012/L4	Poultry Farm Records and Analysis	3	30	100	Mandatory
13.	AGR/PPR/013/L4	Poultry Products and Handling	3	30	100	Mandatory
14.	AGR/PPR/014/L4	Poultry By-Products and Environmental Management	3	30	100	Mandatory
TOTAL			50	500	1640	

QUALIFICATION STRUCTURE

This qualification comprises a total of fourteen (14) Mandatory and optional Units, with a credit value of **50** and **500** Guided Learning Hours (GLH) across the full qualification. One (1) credit is equivalent to ten (10) GLH. Guided Learning Hours are the time a learner spends in the classroom, workshop and laboratory of the Skills Training Centre (STC), being taught, instructed, supervised or assessed by a qualified trainer, facilitator or assessor.

In addition to the GLH, the qualification requires at least twice or thrice the GLH as practice time. Practice time is the time a learner is expected to spend applying the skills of each unit in a real workplace environment, carrying out the same tasks repeatedly until performance becomes consistent, accurate and habitual to the standard the qualification demands. It is undertaken under the guidance of a workplace supervisor, recorded in the learner's logbook and duly endorsed. Practice time is the principal setting where core assessment is conducted. It is through repeated performance in the workplace that a learner's achievement of the Learning Outcomes and Performance Criteria is judged and evidenced. Practice time is an additional requirement to GLH and does not replace them.

To achieve this qualification, the learner must complete all mandatory units, undertake the prescribed practice time, and accumulate the minimum credit value approved by NBTE. Credit is awarded only when a learner has been assessed as competent against all Learning Outcomes and Performance Criteria of a unit.

GENERAL GUIDE

Unit title	Provides a clear explanation of the content of the unit.
Unit number	The unique number assigned to the unit.
Unit reference	The unique reference number given to each unit at qualification approval by NBTE
Unit level	Denotes the level of the unit within the National Vocational Qualification framework NSQF.
Unit credit value	The value that has been given to the unit based on the expected learning time for an average learner. 1 credit = 10 learning hours
Unit Purpose	Provides a brief outline of the unit content.
Learning outcome	A statement of what a learner will know, understand or be able to do, as a result of a process of learning.
Assessment criteria	A description of the requirements a learner must achieve to demonstrate that a learning outcome has been met.
Unit assessment guidance	Any additional guidance provided to support the assessment of the unit.
Unit guided learning hours	The average number of hours of supervised or directed study time or assessment required achieving a qualification or unit of a qualification.
Unit Practice Time	The average number of practice hours of unsupervised or direct study time or assessment required to achieve a qualification or unit of a qualification.

UNIT 001: OCCUPATIONAL HEALTH, SAFETY AND BIOSECURITY SUPERVISION

Unit Reference Number: AGR/PPR/001/L4

NSQ Level: 4

Credit Value: 3

Guided Learning Hours: 30

Practice Time: 100 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to assess occupational hazards, implement safe work procedures, supervise biosecurity and emergency response in poultry workplaces.

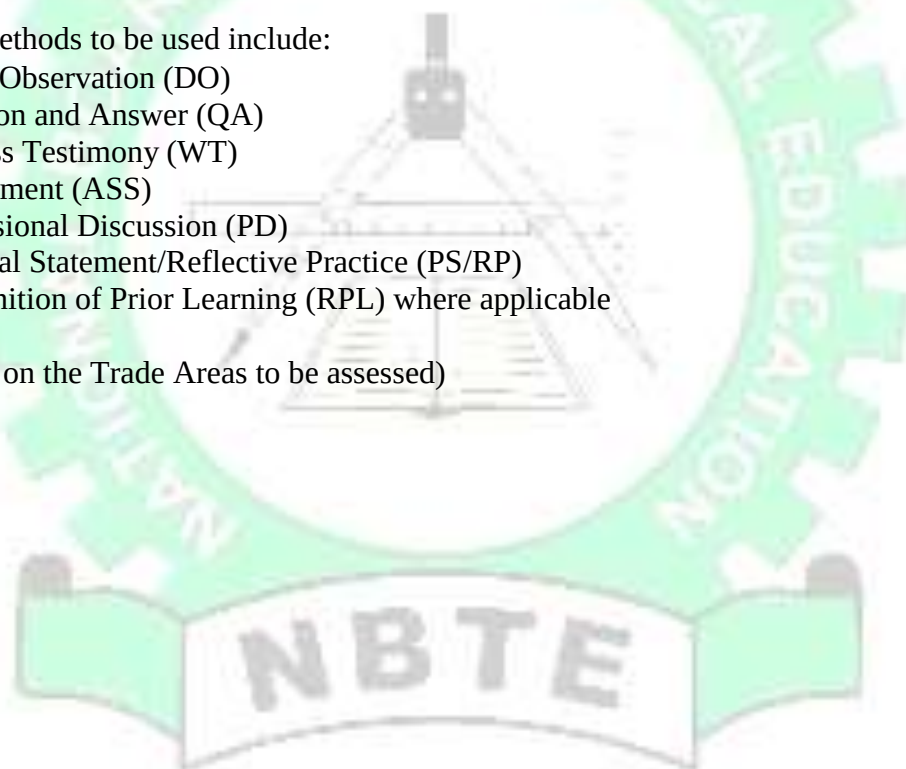
Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out. **Simulation is allowed** where necessary in this unit.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)



LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
LO 1: <i>Assess workplace hazards and production risks</i>	1.1	Inspect poultry houses, hatchery areas, feed stores, egg rooms and waste areas for hazards.			
	1.2	Identify risks associated with dust, ammonia, electricity, heat, chemicals, machinery, sharps and zoonotic exposure.			
	1.3	Record the identified hazards in the workplace risk register.			
LO 2: <i>Implement safe work procedures</i>	2.1	Verify Personal Protective Equipment (PPE) for assigned poultry production tasks.			
	2.2	Monitor compliance with approved safe work procedures.			
	2.3	Correct unsafe practices within assigned authority.			
	2.4	Report unresolved safety breaches to management.			
LO 3: <i>Supervise poultry farm biosecurity controls</i>	3.1	Identify clean zones and dirty zones for poultry production activities.			
	3.2	Observe access control, sanitation, pest control and movement restrictions.			
	3.3	Verify disinfectant preparation against approved instructions.			
	3.4	Record biosecurity deviations in the corrective action log book.			
LO 4: <i>Manage incident and emergency response</i>	4.1	Use the approved response procedure for workplace emergencies.			
	4.2	Isolate the affected area from workers, birds and visitors.			
	4.3	Report to the designated authority through the approved reporting channel.			
	4.4	Record the incident report with accurate details.			

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
Learner's Signature:			Date:		
Assessor's Signature:			Date:		
IQAM Signature (if sampled)			Date:		
EQAM Signature (if sampled)			Date:		



UNIT 002: WORKPLACE COMMUNICATION

Unit Reference Number: AGR/PPR/002/L4

NSQ Level: 4

Credit Value: 3

Guided Learning Hours: 30

Practice Time: 100 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to communicate technical work requirements, supervise poultry production teams, demonstrate professional ethics and manage routine stakeholder interactions.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out. **Simulation is allowed** where necessary in this unit.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)



LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
LO 1: <i>Communicate workplace requirements</i>	1.1	Communicate production schedules, targets and biosecurity instructions to workers.			
	1.2	Interpret technical information in language suitable for the intended audience.			
	1.3	Record key operational decisions in the approved format.			
LO 2: <i>Supervise team performance</i>	2.1	Allocate tasks according to worker competence and production priorities.			
	2.2	Monitor team performance against assigned responsibilities.			
	2.3	Provide constructive feedback on observed performance.			
	2.4	Resolve routine workplace conflict within assigned authority.			
LO 3: <i>Demonstrate professional and ethical conduct</i>	3.1	Protect confidential farm, worker and customer information.			
	3.2	Apply fair workplace conduct during supervision and assessment.			
	3.3	Reject falsification, product substitution and unauthorised medication practices.			
	3.4	Report misconduct through the approved channel.			
LO 4: <i>Manage stakeholder communication</i>	4.1	Liaise with suppliers, veterinarians, buyers, extension personnel and service providers.			
	4.2	Present production updates using accurate operational information.			
	4.3	Observe routine customer or supplier complaints.			
	4.4	Document stakeholder commitments for follow-up.			
Learner's Signature:			Date:		

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
Assessor's Signature:			Date:		
IQAM Signature (if sampled)			Date:		
EQAM Signature (if sampled)			Date:		



UNIT 003: TEAM WORK IN POULTRY PRODUCTION

Unit Reference Number: AGR/PPR/003/L4

NSQ Level: 4

Credit Value: 3

Guided Learning Hours: 30

Practice Time: 100 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to develop team spirit and positive working relationship with colleagues.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out. ***Simulation is allowed*** where necessary in this unit.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)

UNIT 003: Team Work in Poultry Production

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref Page number
The learner will:		The learner can:		
LO 1: <i>Positive working relationship with colleagues</i>	1.1	Identify the need for developing positive working relationship with colleagues		
	1.2	Recognize the importance of relating with other people in a way that makes them feel valued and respected		
	1.3	Assist team members when required.		
	1.4	Report to the appropriate personnel when request for assistance fall outside area of responsibility.		
	1.5	Communicate information to colleagues about individual work that may affect team work.		
LO 2: <i>Take responsibility within the team</i>	2.1	Recognize own role and responsibilities within a team		
	2.2	Perform individual tasks in line with the team's rules and regulations.		
	2.3	Participate effectively in teamwork.		
LO 3: <i>Compliance with policy of organisation</i>	3.1	Explain organizational code of conduct		
	3.2	Work in line with organizational standard		
	3.3	Use organizational code of practice		
	3.4	Adhere strictly to instructions given by the Management		

Learners Signature:	Date:
Assessors Signature:	Date:
IQA Signature (if sampled)	Date:
EQA Signature (if sampled)	Date:

UNIT 004: POULTRY PRODUCTION PLANNING

Unit Reference Number: AGR/PPR/004/L4

NSQ Level: 4

Credit Value: 4

Guided Learning Hours: 40

Practice Time: 130 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to analyse production requirements, plan poultry production cycles, organise resources and monitor work schedules.

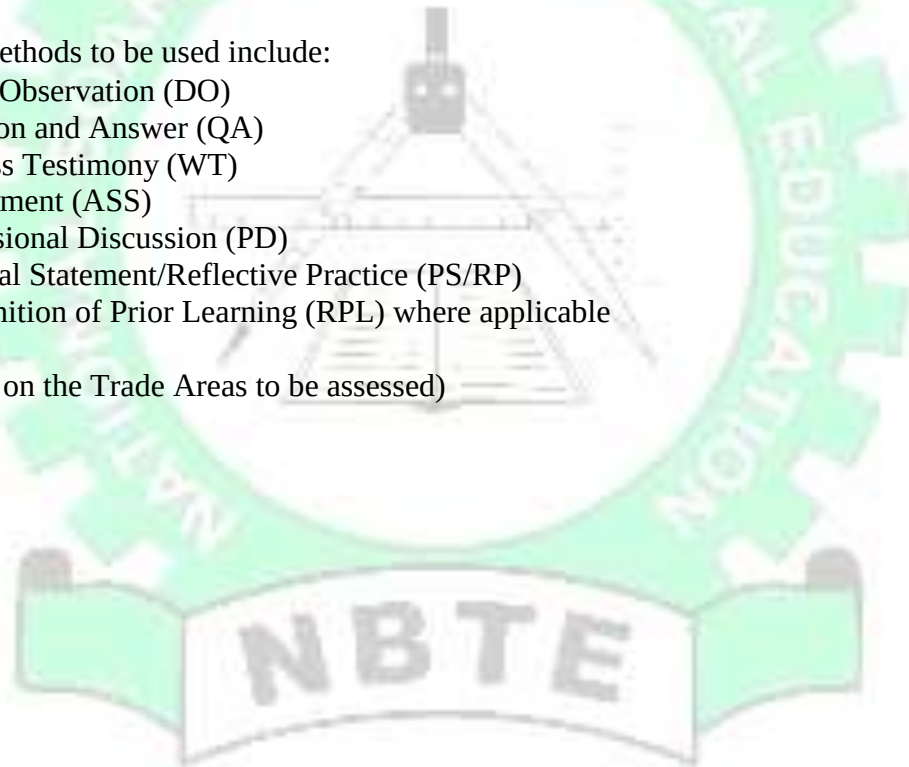
Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out. **Simulation is allowed** where necessary in this unit.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)



LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
LO 1: <i>Analyse production requirements and resources</i>	1.1	Identify flock type, production scale and facilities			
	1.2	Select flock type, production scale and facilities			
	1.3	Assess labour and finance requirement			
	1.4	Confirm performance targets with the responsible manager.			
	1.5	Identify operational constraints affecting the production cycle.			
	1.6	Present planning proposal to management			
LO 2: <i>Plan poultry production cycles</i>	2.1	Calculate replacement cycles and expected output.			
	2.2	Schedule for replacement plan.			
	2.3	Allocate labour and equipment to scheduled activities.			
	2.4	Allocate feed and vaccines.			
	2.5	Prepare contingency provisions for foreseeable disruptions.			
LO 3: <i>Organise labour, materials and facilities</i>	3.1	Monitor production milestones against the approved schedule.			
	3.2	Compare actual resource use with planned allocations.			
	3.3	Adjust routine schedules within delegated authority.			
	3.4	Report major deviations to the responsible manager.			
LO 4: <i>Monitor production schedules and corrective action</i>	4.1	Calculate key production indicators for the completed cycle. (Mortality rate, percentage egg production, feed efficiency, etc.).			
	4.2	Analyse causes of significant planning variance.			

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type				Evidence Ref. Page No.			
The learner will:		The learner can:								
	4.3	Recommend practical improvements for the next production cycle.								
	4.4	Store approved plans and reviewed records securely.								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							



UNIT 005: POULTRY HOUSING, EQUIPMENT AND ENVIRONMENT SUPERVISION

Unit Reference Number: AGR/PPR/005/L4

NSQ Level: 4

Credit Value: 4

Guided Learning Hours: 40

Practice Time: 130 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to assess poultry housing, manage environmental conditions, maintain equipment and rectify operational faults.

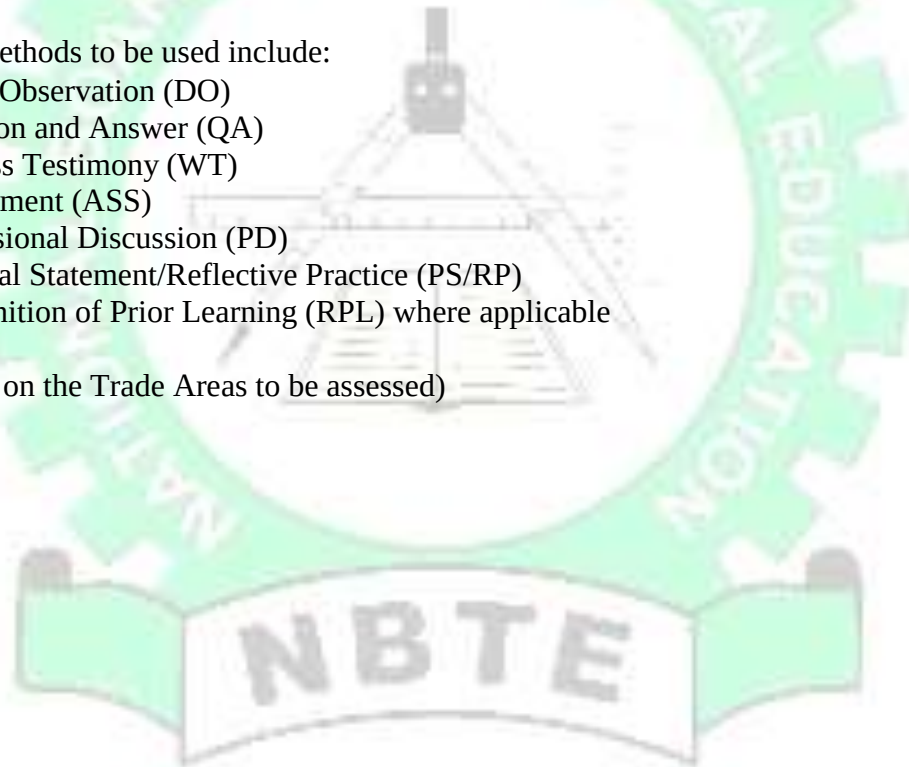
Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out. **Simulation is allowed** where necessary in this unit.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)



LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
LO 1: <i>Assess poultry housing and stocking arrangements</i>	1.1	Inspect house layout, floors, drainage, ventilation, lighting, security and service areas.			
	1.2	Report structural defects requiring specialist attention.			
	1.3	Verify house readiness before bird placement.			
	1.4	Calculate stocking density according to approved standards.			
LO 2: <i>Manage poultry house environmental conditions</i>	2.1	Adjust environmental measuring equipment within approved operating limits.			
	2.2	Measure temperature, relative humidity, air quality, litter quality and light levels.			
	2.3	Record environmental readings at required intervals.			
	2.4	Observe bird distribution as an indicator of environmental comfort.			
LO 3: <i>Maintain poultry equipment and utilities</i>	3.1	Calibrate feeders, drinkers, brooders, weighing devices, fans, alarms and sensors.			
	3.2	Schedule preventive maintenance for production equipment.			
	3.3	Verify backup systems for power, water and ventilation.			
	3.4	Isolate unsafe equipment from operational use.			
LO 4: <i>Supervise routine sanitation practices in poultry house</i>	4.1	Design the cleaning sequence for the poultry house.			
	4.2	Supervise washing, disinfection and drying.			
	4.3	Evaluate sanitation outcomes using approved checks.			

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. Page No.
The learner will:		The learner can:		
Learner's Signature:			Date:	
Assessor's Signature:			Date:	
IQAM Signature (if sampled)			Date:	
EQAM Signature (if sampled)			Date:	



UNIT 006: BREEDER FLOCK MANAGEMENT

Unit Reference Number: AGR/PPR/006/L4

NSQ Level: 4

Credit Value: 4

Guided Learning Hours: 40

Practice Time: 130 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to supervise breeder flock development, mating, fertility, hatching egg quality and breeder production performance.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out. **Simulation is allowed** where necessary in this unit.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
LO 1: <i>Supervise breeder stock development</i>	1.1	Interpret breed standards for body weight, uniformity and sexual maturity.			
	1.2	Determine breeder growth targets for each production stage.			
	1.3	Schedule feeding and lighting programmes according to approved guidelines.			
	1.4	Monitor breeder stock development in line with planned targets.			
LO 2: <i>Manage mating, fertility and reproductive performance</i>	2.1	Calculate the male-to-female ratio for the breeder stock.			
	2.2	Assess mating activity using approved observational indicators.			
	2.3	Monitor fertility indicators from hatchery and farm records.			
	2.4	Recommend male management within production protocols.			
LO 3: <i>Supervise hatching egg production and quality</i>	3.1	Manage nest and egg collection frequency for the breeder stock.			
	3.2	Grade hatching eggs according to approved quality criteria.			
	3.3	Control hatching egg sanitation, storage and transport conditions.			
	3.4	Trace hatching eggs by stock, age, house and collection date.			
LO 4: <i>Monitor breeder</i>	4.1	Calculate breeder egg production, fertility, hatchability, mortality and culling indicators.			

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
<i>stock performance</i>	4.2	Compare breeder results with breed and production standards.			
	4.3	Monitor significant performance deviations using production indices.			
	4.4	Report recommended improvement actions to Management.			
Learner's Signature:			Date:		
Assessor's Signature:			Date:		
IQAM Signature (if sampled)			Date:		
EQAM Signature (if sampled)			Date:		

UNIT 007: HATCHERY OPERATIONS AND CHICK QUALITY SUPERVISION

Unit Reference Number: AGR/PPR/007/L4

NSQ Level: 4

Credit Value: 4

Guided Learning Hours: 40

Practice Time: 130 hours

Unit Purpose: This unit is designed to equip learners with basic knowledge, skills and competence on hatchery and hatchery processes by sorting of eggs, identification of fertile eggs for incubation and hatchery conditions of different species.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out. **Simulation is allowed** where necessary in this unit.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
LO 1: <i>Outline processes in hatchery operation</i>	1.1	Explain hatchery			
	1.2	Identify different types of incubators			
	1.3	Identify incubators by design, capacity, level of automation, and mode of operation			
	1.4	Identify incubators by type of poultry egg			
	1.5	Describe stages involved in egg hatchery process			
	1.6	Describe embryonic stages during incubation and hatchery process			
	1.7	Describe incubation period			
	1.8	Compare incubation period of different species of commercial birds			
LO 2: <i>Select egg for hatching</i>	2.1	Collect eggs laid			
	2.2	Sort the eggs according sizes, shapes, shell colour, age of eggs, blood stain, weight, etc.			
	2.3	Describe candling			
	2.4	Identify viable eggs by candling			
LO 3: <i>Interpret incubator environment for hatching different eggs</i>	3.1	Describe importance of humidity and temperature on egg hatchability			
	3.2	State humidity and temperature requirement ranges for hatchery conditions of different poultry			
	3.3	Adjust temperature and humidity to specifications			

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
	3.4	Simulate hatchery process using table top incubator			
LO 4: <i>Carry out Biosecurity in hatchery operation</i>	4.1	Use antiseptic and disinfectant to clean egg and fumigate the incubator			
	4.2	Identify diseases that are transmitted through eggs			
	4.3	Carry out vaccination during incubation			
	4.4	Comply with standard on cleanup of incubator after hatchery.			
LO 5: <i>Review hatchability performance</i>	5.1	Explain hatchability			
	5.2	Identify causes of low hatchability			
	5.3	Carry out standard chick handling (during sexing, vaccination, boxing, etc.)			
Learner's Signature:			Date:		
Assessor's Signature:			Date:		
IQAM Signature (if sampled)			Date:		
EQAM Signature (if sampled)			Date:		

UNIT 008: BROILER PRODUCTION AND MANAGEMENT

Unit Reference Number: AGR/PPR/008/L4

NSQ Level: 4

Credit Value: 4

Guided Learning Hours: 40

Practice Time: 130 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to supervise broiler brooding, growth, flock welfare, production performance and harvesting.

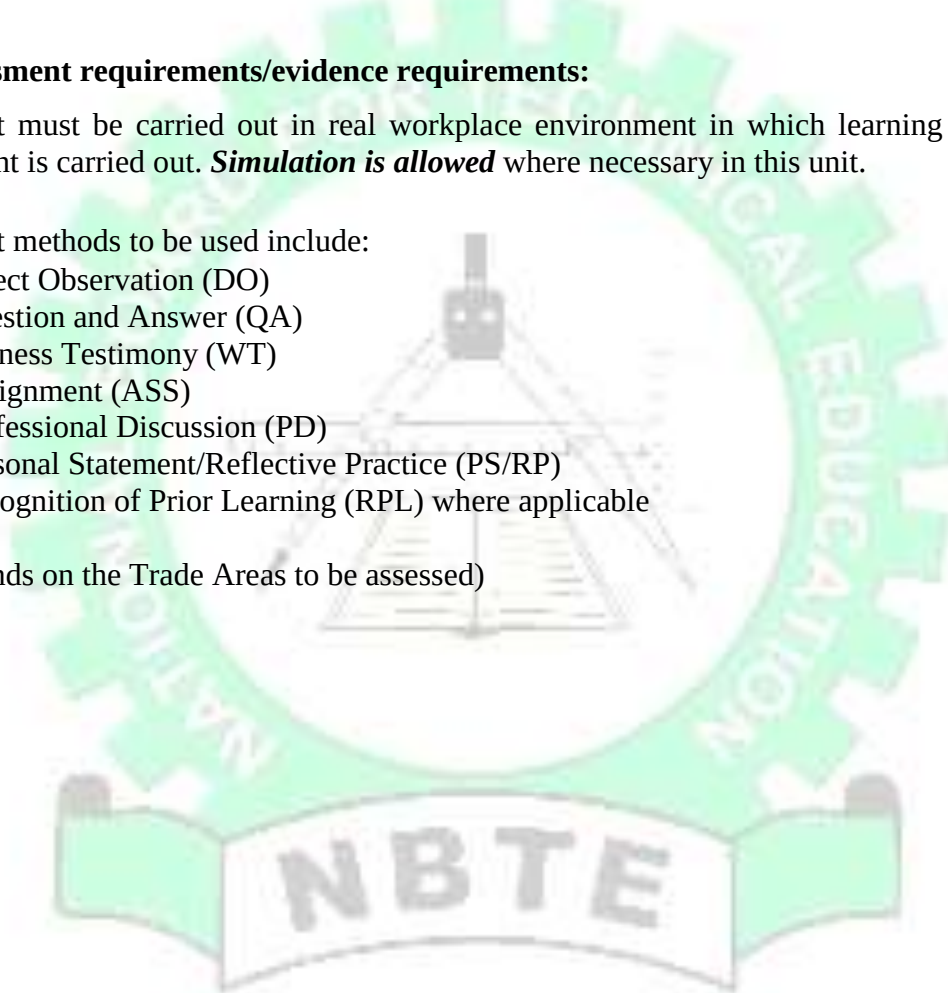
Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out. **Simulation is allowed** where necessary in this unit.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)



LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
LO 1: <i>Prepare broiler chick for brooding and placement</i>	1.1	Supervise broiler house readiness before chick arrival.			
	1.2	Prepare the brooding environment according to chick age and weather conditions.			
	1.3	Calculate feeder, drinker and brooding equipment requirements.			
	1.4	Receive chicks through approved counting and quality checks.			
LO 2: <i>Supervise broiler growth, feeding and watering</i>	2.1	Assess the quality of feed based on requirements of the chicks			
	2.2	Monitor body weight, daily gain, feed conversion, uniformity and feed intake.			
	2.3	Adjust feeder and drinker access within approved procedures.			
	2.4	Apply the approved lighting and feeding programme.			
	2.5	Record broiler performance at required intervals.			
LO 3: <i>Monitor broiler stock performance and welfare</i>	3.1	Observe behaviour, gait, litter condition, mortality and flock distribution.			
	3.2	Identify deviations from normal broiler performance indicators.			
	3.3	Implement routine management corrections within approved protocols.			
	3.4	Report suspected disease signs to the veterinarian or responsible authority.			
LO 4: <i>Manage broiler sales and dispatch</i>	4.1	Plan feed withdrawal according to approved requirements.			
	4.2	Supervise humane handling, loading and transportation.			

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type				Evidence Ref. Page No.			
The learner will:		The learner can:								
	4.3	Reconcile dispatched bird numbers and live weights.								
	4.4	Review completed cycle performance in accordance with enterprise targets.								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							



UNIT 009: PULLET, LAYER PRODUCTION AND MANAGEMENT

Unit Reference Number: AGR/PPR/009/L4

NSQ Level: 4

Credit Value: 4

Guided Learning Hours: 40

Practice Time: 130 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to supervise pullet rearing, transfer, onset of lay, egg production and corrective action.

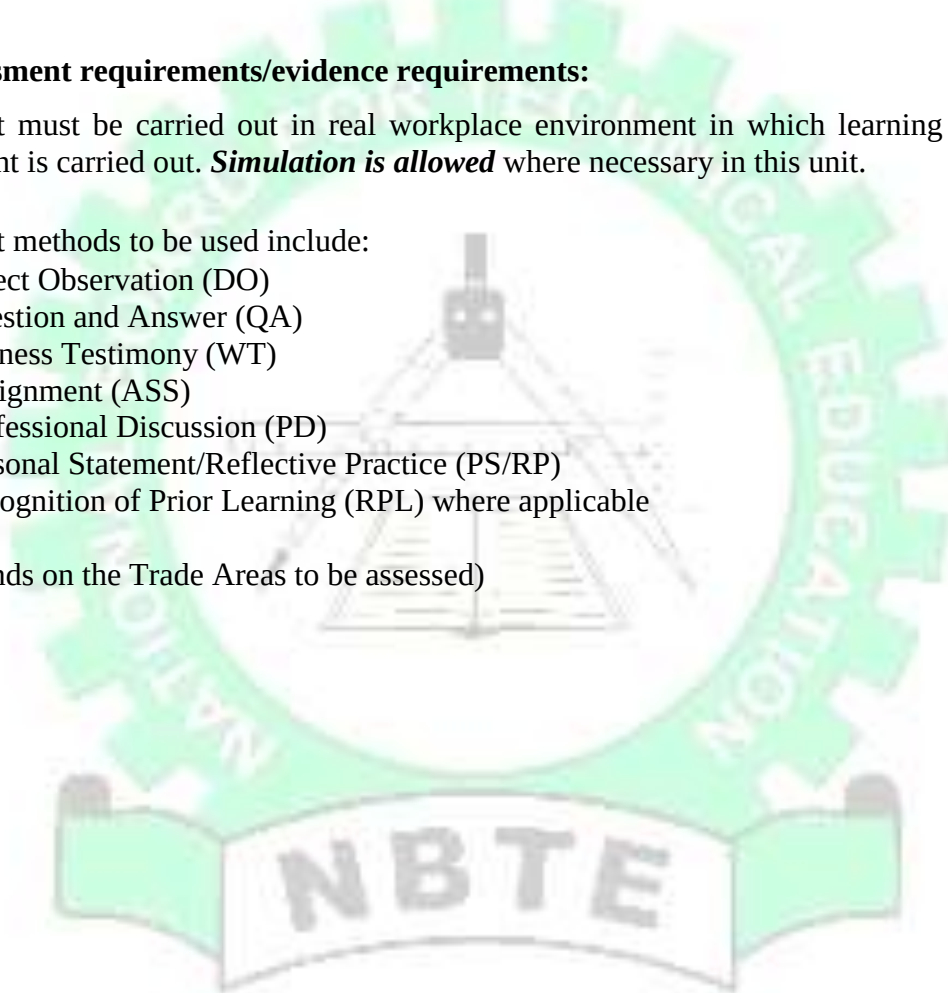
Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out. **Simulation is allowed** where necessary in this unit.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)



LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
LO 1: <i>Supervise pullet rearing and transfer</i>	1.1	Identify a reputable source of pullet			
	1.2	Determine pullet body weight and uniformity			
	1.3	Monitor pullet growth through scheduled weighing.			
	1.4	Apply the approved feeding and lighting programme.			
	1.5	Prepare pullets for transfer with minimum stress.			
LO 2: <i>Manage onset of lay and layer routines</i>	2.1	Evaluate sexual maturity using approved flock indicators.			
	2.2	Adjust lighting and feeding within the approved programme.			
	2.3	Monitor egg production during the onset and peak periods.			
	2.4	Control egg floor dropping			
LO 3: <i>Monitor egg production and egg quality</i>	3.1	Calculate hen-day production, hen-housed production, egg mass, feed intake, shell quality and mortality.			
	3.2	Identify non-laying birds			
	3.3	Correct routine management deviations within approved procedures.			
	3.4	Manage nest use and egg collection frequency.			
	3.5	Separate cracked, dirty and non-conforming eggs.			

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type				Evidence Ref. Page No.			
The learner will:		The learner can:								
LO 4: <i>Rectify layer performance deviations</i>	4.1	Forecast flock depletion and replacement dates from enterprise plans.								
	4.2	Comply with medication withdrawal before bird sale.								
	4.3	Carry out humane handling and transport preparation.								
	4.4	Review lifecycle performance after flock depletion.								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 010: POULTRY FEEDS AND FEEDING PROGRAMME

Unit Reference Number: AGR/PPR/010/L4

NSQ Level: 4

Credit Value: 4

Guided Learning Hours: 40

Practice Time: 130 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to assess poultry feed and water requirements, supervise feed quality and storage, manage delivery systems and evaluate feeding performance.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out. **Simulation is allowed** where necessary in this unit.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
LO 1: <i>Assess poultry nutritional and water requirements</i>	1.1	Interpret feed specifications for the relevant bird class and production stage.			
	1.2	Calculate daily feed allocation from flock size and programme requirements.			
	1.3	Evaluate feed consumption against expected intake.			
	1.4	Identify production signs associated with possible nutritional imbalance.			
LO 2: <i>Manage feed supply and storage</i>	2.1	Inspect feed for texture, odour, moisture, contamination and packaging standard.			
	2.2	Interpret feed labels, batch numbers and expiry information.			
	2.3	Monitor feed store temperature, humidity, cleanliness and pest activity.			
	2.4	Remove contaminated feed			
LO 3: <i>Supervise feed and water delivery programmes</i>	3.1	Calibrate feed weighing and distribution equipment.			
	3.2	Schedule feed distribution according to the approved feeding programme.			
	3.3	Monitor feed wastage around feeders and storage areas.			
	3.4	Correct feeder access problems within approved procedures.			
LO 4: <i>Evaluate feeding performance and deviations</i>	4.1	Calculate feed conversion, feed cost per kilogram and feed cost per egg.			
	4.2	Compare feeding indicators with enterprise targets.			
	4.3	Report feed quality or formulation concerns to Management.			

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
Learner's Signature:			Date:		
Assessor's Signature:			Date:		
IQAM Signature (if sampled)			Date:		
EQAM Signature (if sampled)			Date:		



UNIT 011: FLOCK HEALTH, VACCINATION AND DISEASE CONTROL

Unit Reference Number: AGR/PPR/011/L4

NSQ Level: 4

Credit Value: 4

Guided Learning Hours: 40

Practice Time: 130 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to implement veterinarian-approved flock health plans, supervise vaccination, monitor health indicators and manage disease suspicion and referral.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)



LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
LO 1: <i>Implement preventive flock health plan</i>	1.1	Interpret routine flock health programme as approved by veterinarian.			
	1.2	Carry out scheduled vaccination, monitoring and preventive activities.			
	1.3	Verify vaccine identity, route, dose, expiry and cold-chain status.			
	1.4	Maintain preventive health records for each flock.			
LO 2: <i>Supervise vaccination and approved preventive procedures</i>	2.1	Conduct systematic flock observation at required intervals.			
	2.2	Track mortality, morbidity, feed intake, water intake and egg production changes.			
	2.3	Identify warning thresholds from approved health guidelines.			
	2.4	Notify the veterinarian about significant health deviations.			
LO 3: <i>Monitor flock health and production warning signs</i>	3.1	Prepare the vaccination team, equipment and flock according to the scheduled plan.			
	3.2	Monitor vaccine administration by authorised personnel.			
	3.3	Carry out disposal of used vaccine containers and sharp objects appropriately.			
	3.4	Document vaccination coverage and observed reactions.			
LO 4: <i>Manage disease suspicion, reporting and referral</i>	4.1	Preserve relevant flock records for authorised investigation.			
	4.2	Isolate suspected flock area according to biosecurity instructions.			
	4.3	Implement control measures issued by the veterinarian or competent authority.			

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type				Evidence Ref. Page No.			
The learner will:		The learner can:								
	4.4	Track response outcomes for official reporting.								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							



UNIT 012: POULTRY FARM RECORDS AND ANALYSIS

Unit Reference Number: AGR/PPR/012/L4

NSQ Level: 4

Credit Value: 3

Guided Learning Hours: 30

Practice Time: 100 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to maintain poultry production records, analyse flock performance, prepare digital reports and protect enterprise data.

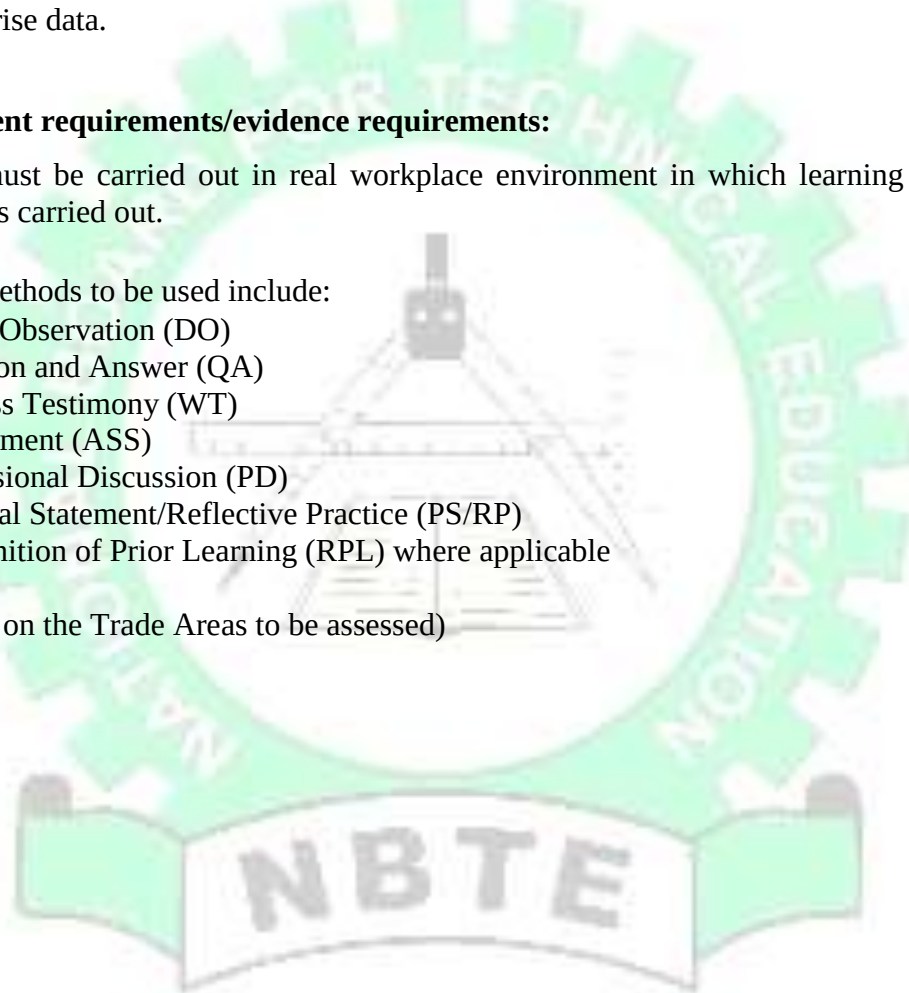
Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)



LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
LO 1: <i>Maintain poultry production records</i>	1.1	Record flock placement, feed use, mortality, medication, vaccination, production and sales information.			
	1.2	Verify record completeness against source documents.			
	1.3	Reconcile stock records with physical inventory.			
	1.4	Protect confidential production data from unauthorised access.			
LO 2: <i>Analyse poultry production performance</i>	2.1	Calculate Key Performance Indicators (KPI) from verified records.			
	2.2	Analyse production trends for defined reporting periods.			
	2.3	Compare actual results with standards and targets.			
	2.4	Identify exceptions requiring management attention.			
LO 3: <i>Compile and communicate production reports</i>	3.1	Record production data into approved systems.			
	3.2	Confirm data entries before report generation.			
	3.3	Generate routine production reports.			
LO 4: <i>Protect and retrieve production data</i>	4.1	Present analysed results in a clear operational format.			
	4.2	Recommend corrective actions from verified performance evidence.			
	4.3	Track approved actions against assigned deadlines.			
	4.4	Evaluate the effect of completed production activities on production outcome.			
Learner's Signature:			Date:		

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. Page No.
The learner will:		The learner can:		
Assessor's Signature:			Date:	
IQAM Signature (if sampled)			Date:	
EQAM Signature (if sampled)			Date:	



UNIT 013: POULTRY PRODUCTS AND HANDLING

Unit Reference Number: AGR/PPR/013/L4

NSQ Level: 4

Credit Value: 3

Guided Learning Hours: 30

Practice Time: 100 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to supervise egg and live-bird harvesting, product quality, hygiene, traceability, storage and post-production handling.

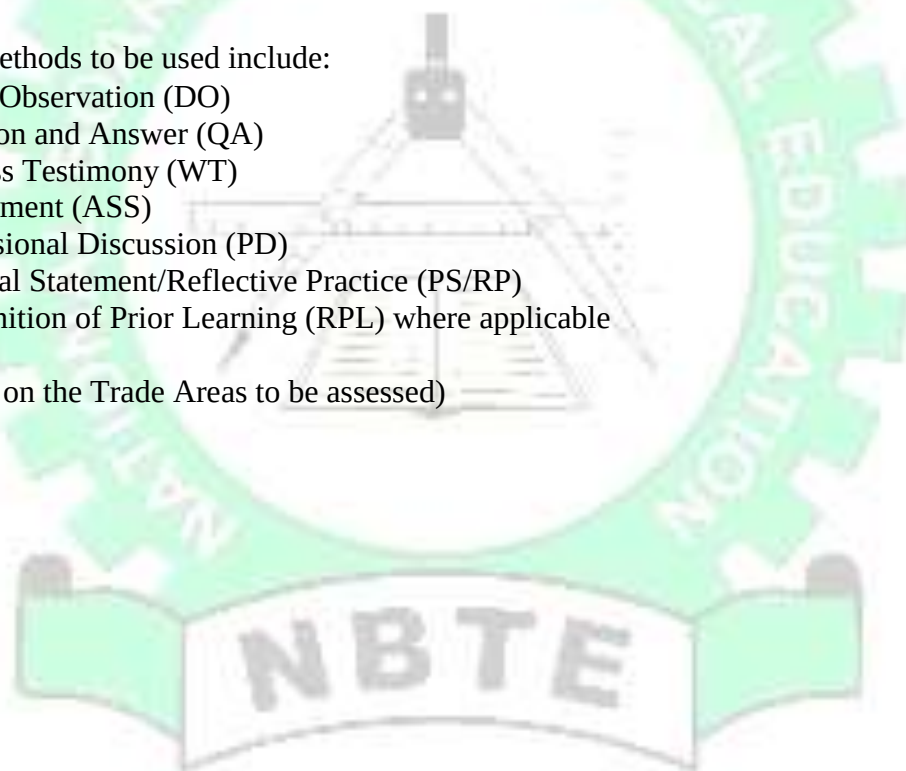
Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)



LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
LO 1: <i>Manage table egg quality</i>	1.1	Supervise egg collection at approved intervals.			
	1.2	Grade eggs by size, cleanliness, shell condition and freshness.			
	1.3	Supervise egg sanitation, packaging and storage conditions.			
	1.4	Trace egg batches by flock and collection date.			
LO 2: <i>Supervise live-bird sales and transportation</i>	2.1	Schedule handling and transportation of birds.			
	2.2	Verify medication withdrawal compliance before sales.			
	2.3	Supervise bird welfare during handling.			
	2.4	Reconcile dispatch records (weights and transport documents).			
LO 3: <i>Maintain product hygiene, storage and traceability</i>	3.1	Maintain required storage temperature for poultry products.			
	3.2	Inspect packaging condition and label accuracy.			
	3.3	Separate non-conforming products from saleable products.			
	3.4	Document product losses and handling deviations.			
LO 4: <i>Manage non-conforming poultry products</i>	4.1	Report product complaints using available batch records.			
	4.2	Trace the affected product through the distribution record.			
	4.3	Isolate affected stock under Management instruction.			
	4.4	Report verified findings to Management or the competent authority.			
Learner's Signature:			Date:		

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
Assessor's Signature:			Date:		
IQAM Signature (if sampled)			Date:		
EQAM Signature (if sampled)			Date:		



UNIT 014: POULTRY BY-PRODUCTS AND ENVIRONMENTAL MANAGEMENT

Unit Reference Number: AGR/PPR/014/L4

NSQ Level: 4

Credit Value: 3

Guided Learning Hours: 30

Practice Time: 100 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to supervise poultry welfare, waste handling, environmental controls and resource-efficiency improvement.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)



LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
LO 1: <i>Supervise poultry waste management</i>	1.1	Identify litter, manure, condemned carcasses, feathers, wastewater, sharp objects and chemical containers.			
	1.2	Utilise poultry by-products in accordance with approved procedures.			
	1.3	Implement approved treatment or disposal methods for each waste type.			
	1.4	Prevent waste contamination of feed, water, soil and drainage channels.			
	1.5	Record waste movement and disposal activities.			
LO 2: <i>Monitor environmental performance</i>	2.1	Control odour, flies, runoff, dust, noise and wastewater around the enterprise.			
	2.2	Maintain drainage, vegetation buffers and pest control measures.			
	2.3	Optimise water and energy use during routine production.			
	2.4	Document environmental complaints and corrective actions.			
LO 3: <i>Implement resource-efficiency improvements</i>	3.1	Evaluate poultry litter and manure for approved beneficial use.			
	3.2	Plan safe composting or other approved resource recovery activities.			
	3.3	Prevent prohibited disposal or unsafe reuse practices.			
	3.4	Track operational benefits from approved recovery activities.			
Learner's Signature:			Date:		
Assessor's Signature:			Date:		

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
IQAM Signature (if sampled)			Date:		
EQAM Signature (if sampled)			Date:		





GENERAL INFORMATION

OVERVIEW

This National Occupational Standard defines the workplace competence required of a Poultry Production Technician, Factory Supervisor at NSQ Level 5. It provides the industry benchmark for integrated poultry operations, technical decision-making, team supervision and enterprise performance control.

QUALIFICATION PURPOSE

The purpose is to benchmark competent master craft persons, technicians and factory supervisors who address complex and non-routine poultry production problems, take responsibility for courses of action, supervise teams and resources, and evaluate technical, quality, commercial and environmental performance within delegated authority.

QUALIFICATION REQUIREMENTS

All candidates must:

- Be at least 18 years of age;
- Be medically fit and able to work safely in poultry production environments;
- Possess functional literacy, numeracy and communication skills;
- Complete Poultry Production Level 4 or demonstrate equivalent competence through Recognition of Prior Learning;
- Be a Nigerian citizen. Other nationals shall possess a valid international passport and residence permit;
- Be vetted.

QUALIFICATION OBJECTIVES

To achieve this qualification, the learner should have the following competencies:

1. Maintain occupational health, biosecurity and emergency management;
2. Participate in workforce leadership, competence development and stakeholder management;
3. Conduct poultry enterprise planning, budgeting and investment appraisal;
4. Supervise integrated breeder, hatchery and chick supply management;
5. Ensure poultry nutrition, feed quality and cost management;
6. Ensure integrated flock health management;
7. Apply poultry genetics, breeding and performance improvement;
8. Ensure quality control and regulatory compliance;
9. Integrate smart poultry farming (Internet of Things (IoT), Sensors, Precision feeding, Artificial Intelligence (AI), Data analytics);
10. Supervise poultry supply chain, marketing and contract management.

Level 5 Qualification Units Table

S/N	Unit Reference Number	NOS Title	Credit Value	Guided Learning Hours	Practice Time	Remark
1.	AGR/PPR/001/L5	Occupational Health, Biosecurity and Emergency Management	4	40	140	Mandatory
2.	AGR/PPR/002/L5	Communication in Poultry Production	4	40	140	Mandatory
3.	AGR/PPR/003/L5	Teamwork in Poultry Production	4	40	140	Mandatory
4.	AGR/PPR/004/L5	Poultry Enterprise Planning, Budgeting and Investment	6	60	220	Mandatory
5.	AGR/PPR/005/L5	Integrated Breeder, Hatchery and Chick Supply Management	7	70	250	Mandatory
6.	AGR/PPR/006/L5	Poultry Nutrition, Feed Quality and Cost Management	7	70	250	Mandatory
7.	AGR/PPR/007/L5	Integrated Flock Health Management	7	70	250	Mandatory
8.	AGR/PPR/008/L5	Poultry Genetics, Breeding and Performance Improvement	6	60	220	Mandatory
9.	AGR/PPR/009/L5	Quality Control and Regulatory Compliance	6	60	220	Mandatory
10.	AGR/PPR/010/L5	Smart Poultry Farming	5	50	170	Optional
11.	AGR/PPR/011/L5	Poultry Supply Chain, Marketing and Contract Management	6	60	220	Mandatory
TOTAL			62	620	2220	

QUALIFICATION STRUCTURE

This qualification comprises a total of eleven (11) Mandatory and optional Units, with a credit value of **62** and **620** Guided Learning Hours (GLH) across the full qualification. One (1) credit is equivalent to ten (10) GLH. Guided Learning Hours are the time a learner spends in the classroom, workshop and laboratory of the Skills Training Centre (STC), being taught, instructed, supervised or assessed by a qualified trainer, facilitator or assessor.

In addition to the GLH, the qualification requires at least twice or thrice the GLH as practice time. Practice time is the time a learner is expected to spend applying the skills of each unit in a real workplace environment, carrying out the same tasks repeatedly until performance becomes consistent, accurate and habitual to the standard the qualification demands. It is undertaken under the guidance of a workplace supervisor, recorded in the learner's logbook and duly endorsed. Practice time is the principal setting where core assessment is conducted. It is through repeated performance in the workplace that a learner's achievement of the Learning Outcomes and Performance Criteria is judged and evidenced. Practice time is an additional requirement to GLH and does not replace them.

To achieve this qualification, the learner must complete all mandatory units, undertake the prescribed practice time, and accumulate the minimum credit value approved by NBTE. Credit is awarded only when a learner has been assessed as competent against all Learning Outcomes and Performance Criteria of a unit.

GENERAL GUIDE

Unit Title	Provides a clear explanation of the content of the unit.
Unit Number	The unique number assigned to the unit.
Unit Reference	The unique reference number given to each unit at qualification approval by NBTE.
Unit Level	Denotes the level of the unit within the Nigerian Skills Qualifications Framework (NSQF).
Unit Credit Value	The value assigned to the unit from expected guided learning time. One credit value equals 10 Guided Learning Hours.
Unit Purpose	Provides a brief outline of the unit content.
Learning Outcome	States what a learner will know, understand or be able to do as a result of learning.
Assessment / Performance Criteria	Observable and measurable requirements the learner must achieve to demonstrate that a learning outcome has been met.
Unit Assessment Guidance	Additional guidance on workplace conditions, evidence, assessor judgement, simulation and quality assurance.
Unit Guided Learning Hours	State the average number of hours of supervised or directed study, practice or assessment required to achieve the unit.

UNIT 001: Occupational Health, Biosecurity and Emergency Management

Unit Reference Number: AGR/PPR/001/L5

NSQ Level: 5

Credit Value: 4

Guided Learning Hours: 40

Practice Time: 140 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to manage occupational health, safety, biosecurity, environmental controls and emergency preparedness across poultry operations.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out. **Simulation is allowed** where necessary in this unit.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
LO 1: <i>Manage occupational health, safety and biosecurity systems</i>	1.1	Review standard procedures for occupational health, safety, environmental protection and biosecurity.			
	1.2	Align standard requirements with applicable laws and official guidance.			
	1.3	Assign operational responsibilities across relevant work teams.			
	1.4	Communicate approved expectations to workers and contractors.			
LO 2: <i>Assess enterprise production risks</i>	2.1	Conduct enterprise-wide risk assessment for poultry production operations.			
	2.2	Prioritise critical controls according to risk significance.			
	2.3	Allocate resources for approved control measures.			
	2.4	Determine measurable indicators for risk control performance.			
LO 3: <i>Plan emergency preparedness and response</i>	3.1	Develop response plans for disease suspicion, fire, utility failure, extreme weather and chemical incidents.			
	3.2	Test emergency readiness through scheduled drills.			
	3.3	Evaluate emergency response capability from drill evidence.			
	3.4	Recommend corrective actions within delegated authority.			
LO 4: <i>Review compliance and corrective action</i>	4.1	Schedule internal audits across poultry production locations.			
	4.2	Examine audit and incident evidence against approved requirements.			

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type				Evidence Ref. Page No.			
The learner will:		The learner can:								
	4.3	Classify non-conformities according to standard procedure.								
	4.4	Monitor corrective action closure through management review.								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							



UNIT 002: COMMUNICATION IN POULTRY PRODUCTION

Unit Reference Number: AGR/PPR/002/L5

NSQ Level: 5

Credit Value: 4

Guided Learning Hours: 40

Practice Time: 140 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to communicate technical work requirements, supervise poultry production teams, demonstrate professional ethics and manage routine stakeholder interactions.

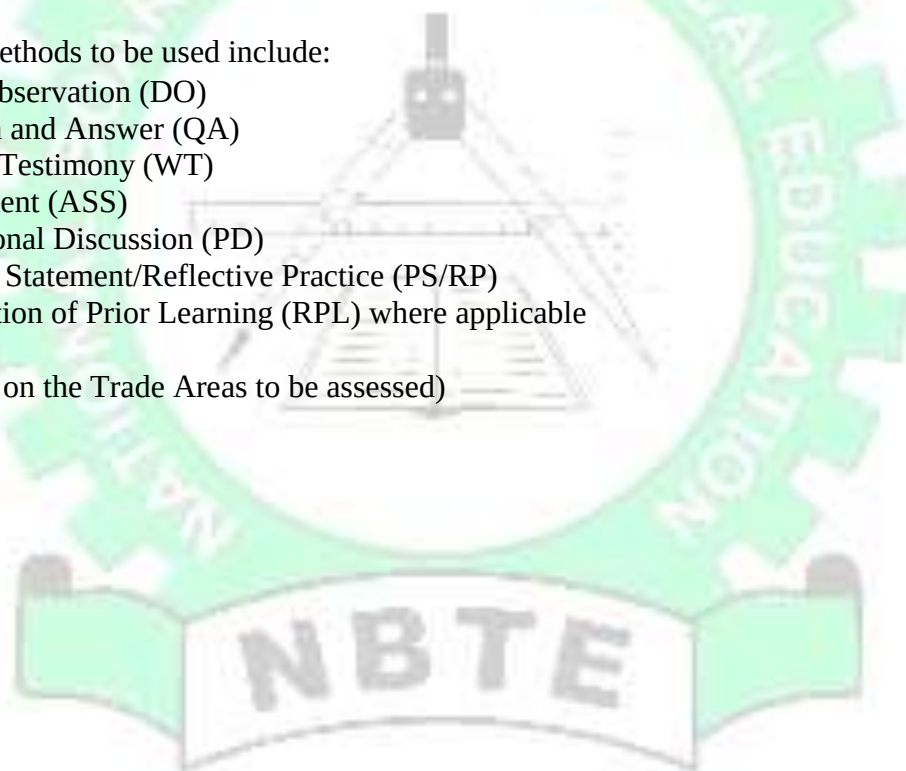
Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out. **Simulation is allowed** where necessary in this unit.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)



LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
LO 1: <i>Communicate workplace requirements</i>	1.4	Communicate production schedules, targets and biosecurity instructions to workers.			
	1.5	Interpret technical information in language suitable for the intended audience.			
	1.6	Record key operational decisions in the approved format.			
LO 2: <i>Supervise team performance</i>	2.5	Allocate tasks according to worker competence and production priorities.			
	2.6	Monitor team performance against assigned responsibilities.			
	2.7	Provide constructive feedback on observed performance.			
	2.8	Resolve routine workplace conflict within assigned authority.			
LO 3: <i>Demonstrate professional and ethical conduct</i>	3.5	Protect confidential farm, worker and customer information.			
	3.6	Apply fair workplace conduct during supervision and assessment.			
	3.7	Reject falsification, product substitution and unauthorised medication practices.			
	3.8	Report misconduct through the approved channel.			
LO 4: <i>Manage stakeholder communication</i>	4.5	Liaise with suppliers, veterinarians, buyers, extension personnel and service providers.			
	4.6	Present production updates using accurate operational information.			
	4.7	Manage routine customer or supplier complaints professionally.			
	4.8	Document stakeholder commitments for follow-up.			
Learner's Signature:			Date:		

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. Page No.
The learner will:		The learner can:		
Assessor's Signature:			Date:	
IQAM Signature (if sampled)			Date:	
EQAM Signature (if sampled)			Date:	



UNIT 003: TEAMWORK IN POULTRY PRODUCTION

Unit Reference Number: AGR/PPR/003/L5

NSQ Level: 5

Credit Value: 4

Guided Learning Hours: 40

Practice Time: 140 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to manage team objectives, assess workforce competence, improve performance and maintain productive stakeholder relationships.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out. **Simulation is allowed** where necessary in this unit.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
LO 1: <i>Manage team objectives and communication</i>	1.1	Communicate enterprise goals and production priorities to relevant teams.			
	1.2	Translate enterprise plans into measurable team targets.			
	1.3	Align team responsibilities with approved operational priorities.			
	1.4	Model ethical leadership in management decisions.			
LO 2: <i>Assess competence and develop the workforce</i>	2.1	Assess workforce competence against current and future job requirements.			
	2.2	Develop training plans from skills gaps.			
	2.3	Organise team members through structured development activities.			
	2.4	Evaluate worker competence through approved assessment methods.			
LO 3: <i>Manage performance and operational change</i>	3.1	Assess performance indicators for teams and key roles.			
	3.2	Review individual and team performance at scheduled intervals.			
	3.3	Address underperformance through approved management procedures.			
	3.4	Monitor workforce adoption of approved operational changes.			
LO 4: <i>Communicate and negotiate with stakeholders</i>	4.1	Categorise stakeholders according to influence, interest and enterprise relevance.			
	4.2	Negotiate operational agreements within delegated authority.			
	4.3	Represent the enterprise in professional stakeholder forums.			

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type				Evidence Ref. Page No.			
The learner will:		The learner can:								
	4.4	Document stakeholder commitments and follow-up actions.								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							



UNIT 004: POULTRY ENTERPRISE PLANNING, BUDGETING AND INVESTMENT

Unit Reference Number: AGR/PPR/004/L5

NSQ Level: 5

Credit Value: 6

Guided Learning Hours: 60

Practice Time: 220 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to analyse the poultry business environment, formulate enterprise plans, evaluate investment options and manage implementation within delegated authority.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out.

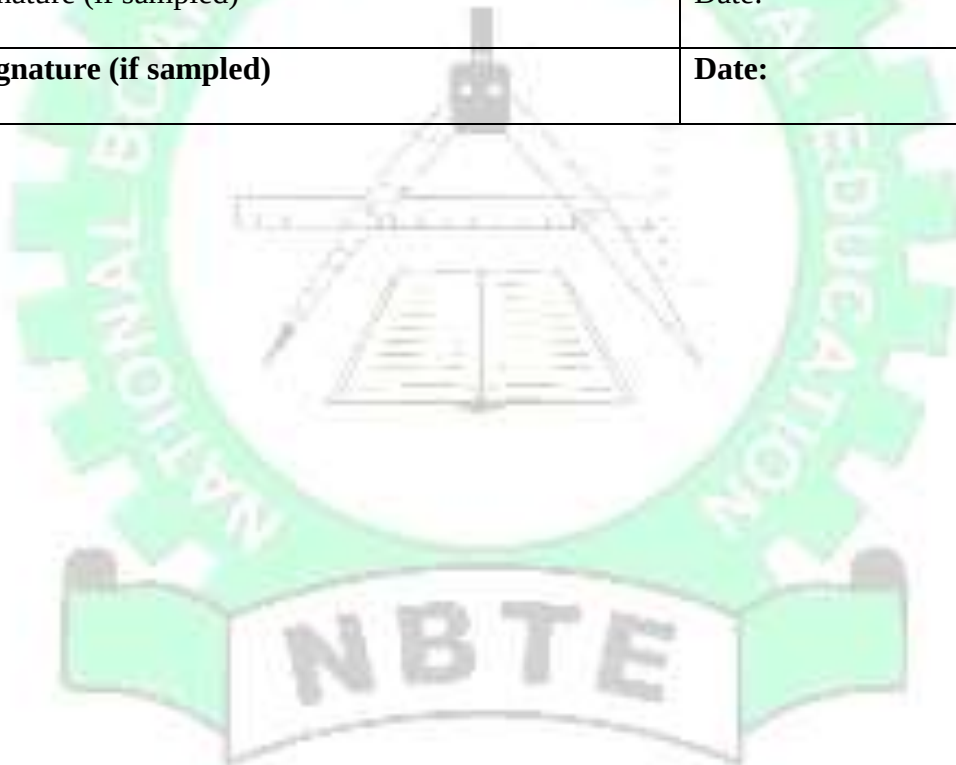
Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref.	Page No.
The learner will:		The learner can:			
LO 1: <i>Analyse poultry business environment</i>	1.1	Analyse market demand, input supply, competition, policy, infrastructure and climate risks.			
	1.2	Plan alternative enterprise scenarios from available evidence.			
	1.3	Outline enterprise opportunities across the poultry value chain.			
	1.4	Evaluate constraints affecting enterprise competitiveness.			
LO 2: <i>Formulate poultry enterprise plans and budgets</i>	2.1	Formulate enterprise model, production scale and value-chain.			
	2.2	Formulate measurable enterprise objectives and performance indicators.			
	2.3	Supervise capital and operational resources allocated within delegated authority.			
	2.4	Implement activities through an approved work plan.			
LO 3: <i>Evaluate investment options</i>	3.1	Estimate capital cost, operating cost, revenue and working capital requirements.			
	3.2	Calculate investment indicators using approved financial methods.			
	3.3	Recommend preferred investment option from verified analysis.			
LO 4: <i>Manage plan implementation and review</i>	4.1	Recommend operational work plans within delegated authority.			
	4.2	Monitor enterprise plan through management reporting.			
	4.3	Carry out plan changes through approved enterprise procedures.			
	4.4	Recommend revisions to enterprise priorities from reviewed findings.			

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type				Evidence Ref. Page No.			
The learner will:		The learner can:								
LO 5: <i>Assess and control enterprise risks</i>	5.1	Carry out risk assessment in poultry enterprise.								
	5.2	Outline measures to mitigate risks in poultry enterprises.								
	5.3	Evaluate investment sensitivity to major risk variables.								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							



UNIT 005: INTEGRATED BREEDER, HATCHERY AND CHICK SUPPLY MANAGEMENT

Unit Reference Number: AGR/PPR/005/L5

NSQ Level: 5

Credit Value: 7

Guided Learning Hours: 70

Practice Time: 250 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to formulate integrated breeder, hatchery plans, manage hatching egg, chick supply, and evaluate reproductive and hatchery performance.

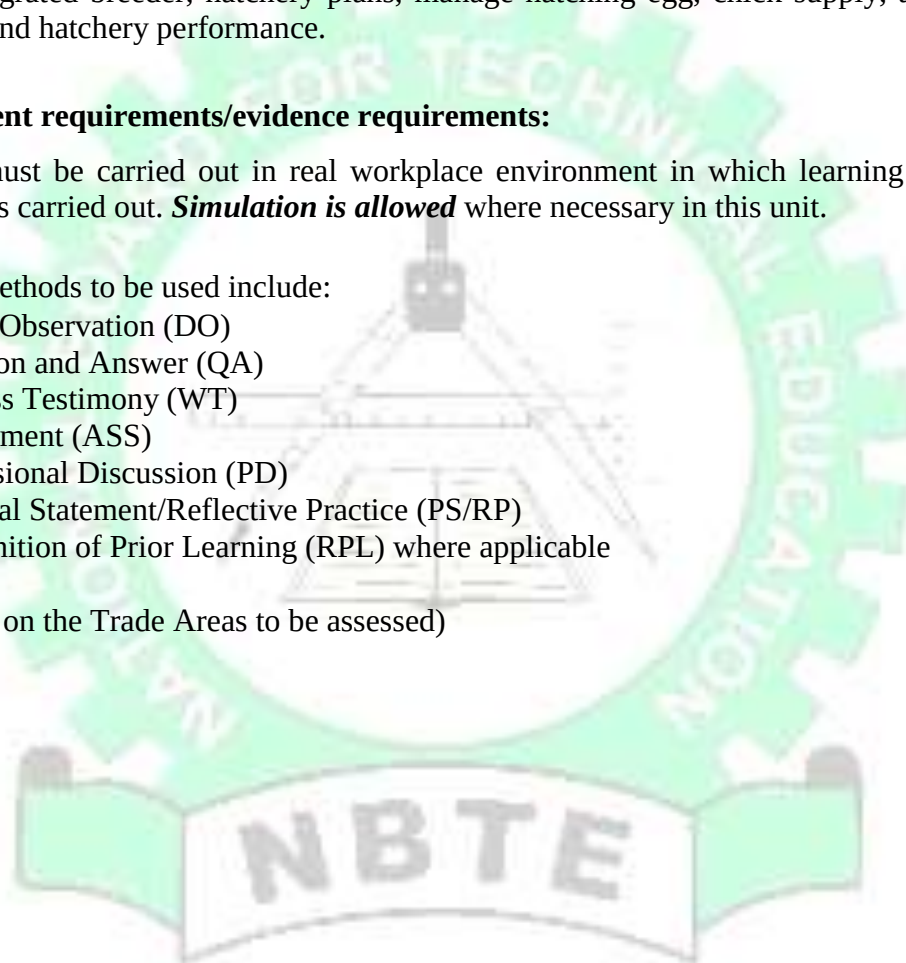
Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out. **Simulation is allowed** where necessary in this unit.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)



LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
LO 1: <i>Formulate integrated breeder production plans</i>	1.1	Select breeds according to production and market requirements.			
	1.2	Plan breeder stock age profile for continuous hatching cycle.			
	1.3	Plan male and female management programmes within enterprise policy.			
	1.4	Determine breeder fertility, egg output and hatchability targets.			
LO 2: <i>Manage hatching egg supply and hatchery capacity</i>	2.1	Plan hatching egg supply from breeder stock.			
	2.2	Carry out egg setting and hatching according to incubator capacity.			
	2.3	Optimise hatchery utilization for chick demand.			
	2.4	Carry out proper storage of hatchable eggs.			
	2.5	Supervise proper transportation across locations.			
LO 3: <i>Manage chick quality, welfare and dispatch</i>	3.1	Determine day-old chick quality specifications for enterprise use and sale.			
	3.2	Supervise chick processing (sorting, vaccination, boxing, dispatch etc.).			
	3.3	Monitor chick batches from breeder flock to customer destination.			
LO 4: <i>Evaluate breeder and hatchery performance</i>	4.1	Interpret breeder, incubation, hatch residue and chick quality data.			
	4.2	Correlate production losses with breeder and hatchery conditions.			
	4.3	Recommend improvement for performance gaps.			

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
Learner's Signature:			Date:		
Assessor's Signature:			Date:		
IQAM Signature (if sampled)			Date:		
EQAM Signature (if sampled)			Date:		



UNIT 006: POULTRY NUTRITION, FEED QUALITY AND COST MANAGEMENT

Unit Reference Number: AGR/PPR/006/L5

NSQ Level: 5

Credit Value: 7

Guided Learning Hours: 70

Practice Time: 250 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to formulate poultry nutrition requirements, manage feed quality, evaluate feed-cost options and investigate nutrition-related performance.

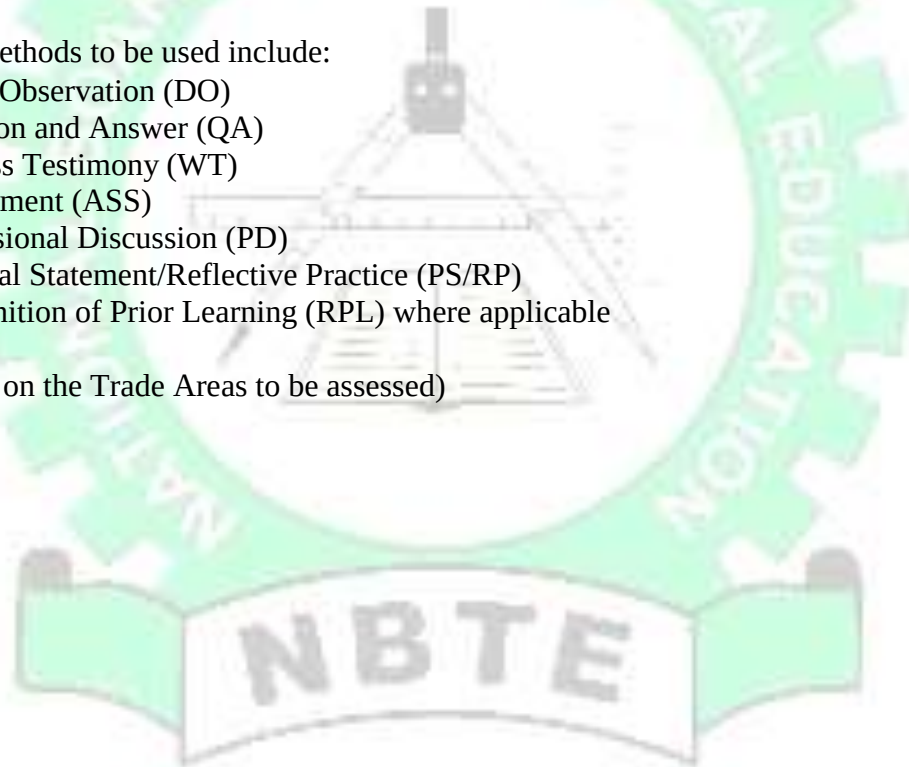
Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)



LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
LO 1: <i>Formulate poultry nutrition and feed specifications</i>	1.1	Carry out feed formulation according to nutrient requirements for poultry classes and production stages.			
	1.2	Formulate feed phases with genetic potential and market objectives.			
	1.3	Adopt feed raw material options according to nutritional and quality requirements.			
	1.4	Recommend feed specifications within delegated technical authority.			
LO 2: <i>Manage feed quality assurance</i>	2.1	Determine feed sampling and laboratory testing requirements.			
	2.2	Interpret laboratory results according to approved specifications.			
	2.3	Inspect feed supply for quality evaluation.			
	2.4	Detect non-conforming feed through approved procedures.			
LO 3: <i>Evaluate feed cost and ingredient options</i>	3.1	Model feed cost based on expected production performance.			
	3.2	Evaluate alternative ingredients within approved nutritional limits.			
	3.3	Calculate marginal effect of proposed feeding options.			
	3.4	Recommend cost-effective feeding options that meet specifications.			
LO 4: <i>Investigate nutrition-related performance</i>	4.1	Analyse feed conversion, egg quality, growth, uniformity and carcass quality.			
	4.2	Investigate nutritional deviations using production and laboratory evidence.			
	4.3	Design controlled feeding regime			

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type				Evidence Ref. Page No.			
The learner will:		The learner can:								
	4.4	Report investigation of feed nutrients for management decision.								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							



UNIT 007: INTEGRATED FLOCK HEALTH MANAGEMENT

Unit Reference Number: AGR/PPR/007/L5

NSQ Level: 5

Credit Value: 7

Guided Learning Hours: 70

Practice Time: 250 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to manage veterinarian-approved flock health systems, analyse surveillance evidence, implement disease response and promote responsible veterinary product use.

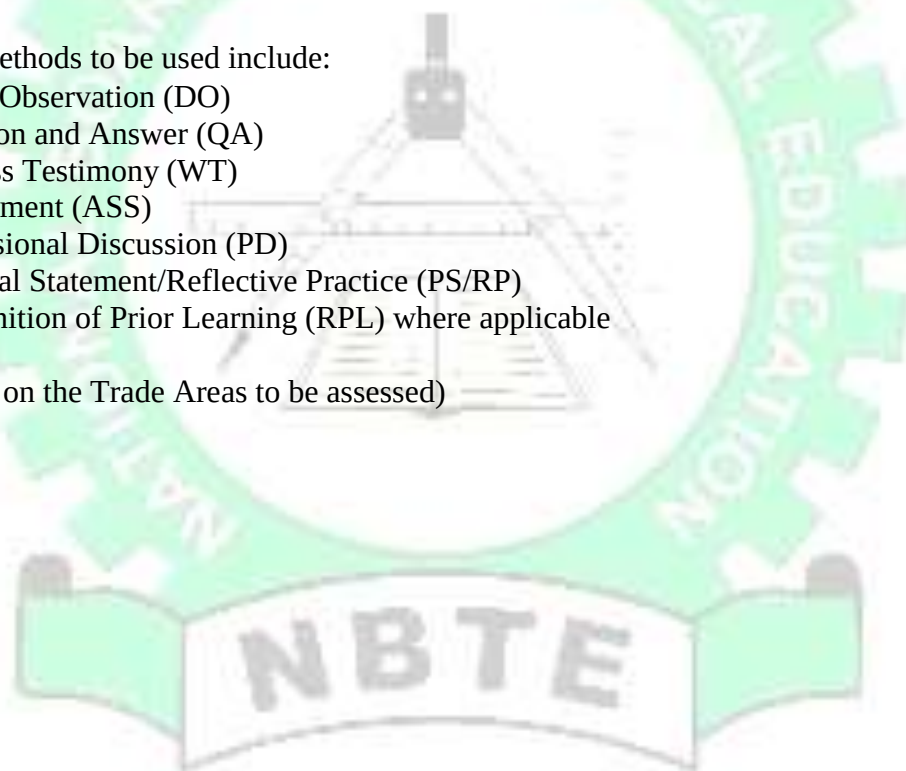
Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)



LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type		Evidence Ref. No.	Page No.
The learner will:		The learner can:				
LO 1: <i>Manage the integrated flock health programme</i>	1.1	Carry out survey of common diseases within the environment.				
	1.2	Develop flock health programme.				
	1.3	Carry out assessment of early warning signals.				
	1.4	Assign health reporting responsibilities across production teams.				
	1.5	Review flock health performance.				
LO 2: <i>Analyse surveillance and epidemiological evidence</i>	2.1	Calculate morbidity, mortality and production loss indicators from verified data.				
	2.2	Categorise disease outbreak by flock, location and time period.				
	2.3	Interpret pre-disposing factors on disease outbreak.				
	2.4	Outline health risks for veterinary review.				
LO 3: <i>Implement disease and outbreak response</i>	3.1	Implement early warning response plan after a reportable suspicion.				
	3.2	Restrict movement according to veterinary or official instruction.				
	3.3	Supervise sample logistics under authority.				
	3.4	Implement official control measures across affected operations.				
Learner's Signature:			Date:			
Assessor's Signature:			Date:			
IQAM Signature (if sampled)			Date:			
EQAM Signature (if sampled)			Date:			

UNIT 008: POULTRY GENETICS, BREEDING AND PERFORMANCE IMPROVEMENT

Unit Reference Number: AGR/PPR/008/L5

NSQ Level: 5

Credit Value: 6

Guided Learning Hours: 60

Practice Time: 220 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to formulate breeding objectives, evaluate strains and stock sources, manage breeding records and assess performance improvement.

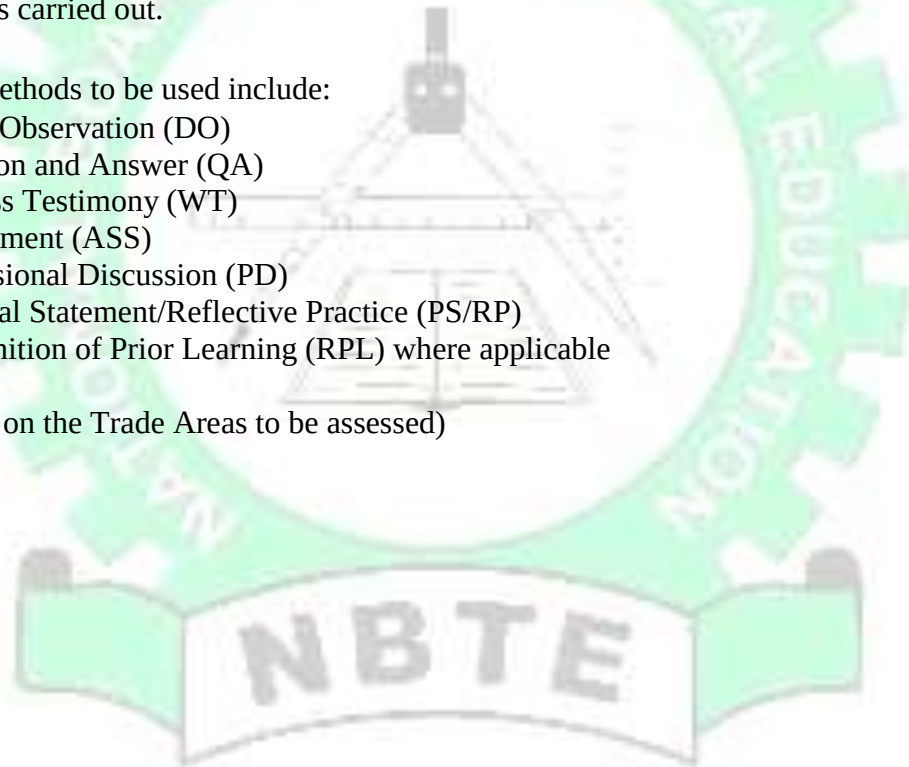
Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)



LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
LO 1: <i>Design poultry breeding and improvement objectives</i>	1.1	Select economically important traits for target poultry enterprise.			
	1.2	Determine measurable improvement targets for defined traits.			
	1.3	Adopt breeding objectives to market demand.			
LO 2: <i>Evaluate strains and genetic stock sources</i>	2.1	Compare strain performance using verified production data.			
	2.2	Assess stock source reliability through performance and health evidence.			
	2.3	Recommend breed options for enterprise consideration.			
LO 3: <i>Manage breeding and performance records</i>	3.1	Confirm pedigree, hatch, growth, egg and reproductive performance records.			
	3.2	Monitor fertility and replacement performance in breeder populations.			
	3.3	Analyse breeding data access through approved procedures.			
LO 4: <i>Assess genetic and production improvement</i>	4.1	Compare defined performance traits across flocks or generations.			
	4.2	Estimate improvement according to approved baseline data.			
	4.3	Distinguish likely genetic effects from major management effects.			
	4.4	Report performance improvement findings with stated limitations.			
Learner's Signature:			Date:		
Assessor's Signature:			Date:		
IQAM Signature (if sampled)			Date:		

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. Page No.
The learner will:		The learner can:		
EQAM Signature (if sampled)			Date:	



UNIT 009: QUALITY CONTROL AND REGULATORY COMPLIANCE

Unit Reference Number: AGR/PPR/009/L5

NSQ Level: 5

Credit Value: 6

Guided Learning Hours: 60

Practice Time: 220 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to manage poultry quality systems, implement food safety controls, maintain traceability and review regulatory compliance.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)



LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type		Evidence Ref. No.	Page No.
The learner will:		The learner can:				
LO 1: <i>Adopt quality poultry management systems</i>	1.1	Define quality control policy for poultry production and products processing.				
	1.2	Plan production processes and quality controls.				
	1.3	Determine product and process specifications for relevant operations.				
	1.4	Assign quality control responsibilities across the enterprise.				
LO 2: <i>Implement food safety and product controls</i>	2.1	Implement hygienic handling requirements for eggs, birds and poultry products.				
	2.2	Monitor veterinary drugs withdrawal to prevent residual effect.				
	2.3	Inspect water, feed and products quality according to the approved standards.				
	2.4	Manage non-conforming product through documented procedures.				
LO 3: <i>Manage traceability and product recall</i>	3.1	Design batch coding for birds, eggs, feed, medicines and products.				
	3.2	Test backward and forward traceability at scheduled intervals.				
	3.3	Manage product recall through approved procedures.				
	3.4	Document traceability and recall performance for management review.				
Learner's Signature:			Date:			
Assessor's Signature:			Date:			
IQAM Signature (if sampled)			Date:			

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. Page No.
The learner will:		The learner can:		
EQAM Signature (if sampled)			Date:	



UNIT 010: SMART POULTRY FARMING

Unit Reference Number: AGR/PPR/010/L5

NSQ Level: 5

Credit Value: 5

Guided Learning Hours: 50

Practice Time: 170 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to manage poultry data systems, validate and analyse data, forecast performance and evaluate precision technologies.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out. **Simulation is allowed** where necessary in this unit.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
LO 1: <i>Manage poultry enterprise data systems</i>	1.1	Create data fields for production using relevant software.			
	1.2	Integrate approved sensors, IoT, software and reporting platforms into data workflows.			
	1.3	Assign user access according to data responsibilities.			
	1.4	Create backup and recovery for critical data protection.			
LO 2: <i>Analyse poultry performance</i>	2.1	Compile management dashboards from verified enterprise data.			
	2.2	Analyse production trends and performance relationships using AI.			
	2.3	Outline leading indicators for management intervention.			
LO 3: <i>Evaluate precision poultry technologies</i>	3.1	Assess automated feeding, environmental control, weighing, imaging and monitoring options.			
	3.2	Calculate the cost-benefit of proposed poultry technologies.			
	3.3	Pilot approved technology under controlled conditions.			
	3.4	Recommend deployment decisions from verified pilot results.			
Learner's Signature:			Date:		
Assessor's Signature:			Date:		
IQAM Signature (if sampled)			Date:		
EQAM Signature (if sampled)			Date:		

UNIT 011: POULTRY SUPPLY CHAIN, MARKETING AND CONTRACT MANAGEMENT

Unit Reference Number: AGR/PPR/011/L5

NSQ Level: 5

Credit Value: 6

Guided Learning Hours: 60

Practice Time: 220 hours

Unit Purpose: This unit is designed to equip learners with knowledge, skills and competence to manage supply-chain risks, evaluate suppliers and contracts, formulate marketing decisions and monitor distribution and commercial performance.

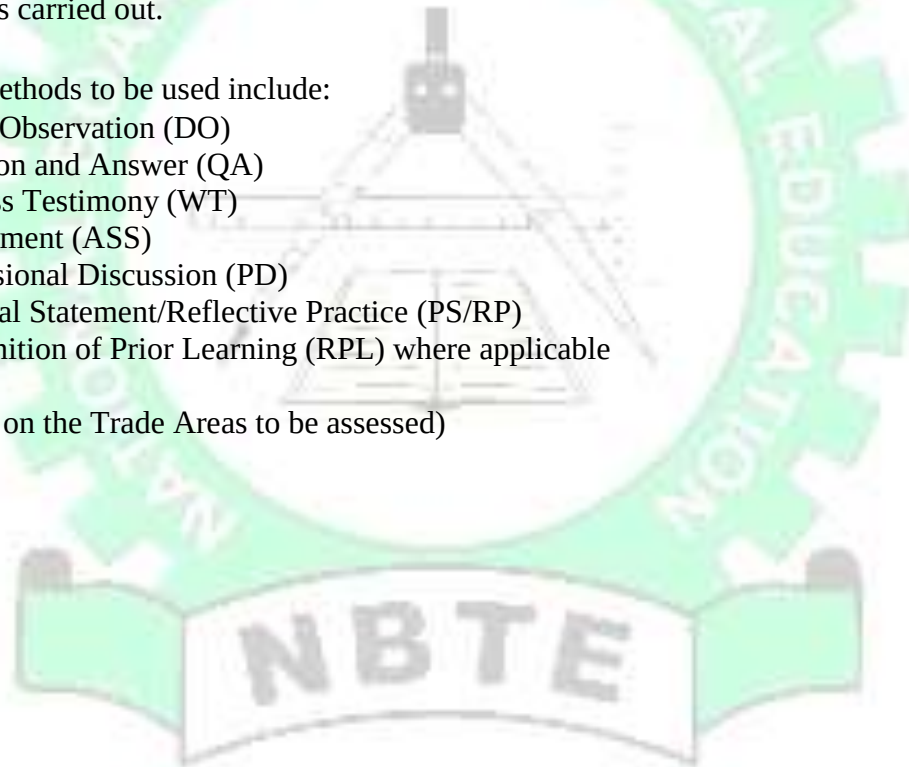
Unit assessment requirements/evidence requirements:

Assessment must be carried out in real workplace environment in which learning and human development is carried out.

Assessment methods to be used include:

1. Direct Observation (DO)
2. Question and Answer (QA)
3. Witness Testimony (WT)
4. Assignment (ASS)
5. Professional Discussion (PD)
6. Personal Statement/Reflective Practice (PS/RP)
7. Recognition of Prior Learning (RPL) where applicable

(This depends on the Trade Areas to be assessed)



LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
LO 1: <i>Manage poultry supply-chain risks</i>	1.1	Map critical suppliers, logistics routes, service providers and customer channels.			
	1.2	Assess supply chain risks affecting production continuity and product quality.			
	1.3	Determine supplier and logistics service specifications.			
	1.4	Develop alternative supply arrangements for critical inputs.			
LO 2: <i>Evaluate suppliers, procurement and contracts</i>	2.1	Carry out procurement process			
	2.2	Carry out bids according technical, financial and delivery criteria.			
	2.3	Negotiate contract terms within delegated authority.			
	2.4	Monitor supplier performance according to contract obligations.			
LO 3: <i>Formulate marketing and pricing recommendations</i>	3.1	Categorise customers by product need, volume, location and service requirement.			
	3.2	Adopt competitive pricing.			
	3.3	Project demand for major poultry products and by-product.			
LO 4: <i>Monitor distribution and commercial performance</i>	4.1	Plan product distribution according to demand and quality requirements.			
	4.2	Control cold-chain or live-bird transport requirements where applicable.			
	4.3	Monitor delivery performance according to customer commitments.			
	4.4	Evaluate commercial margins, service quality and customer retention.			
Learner's Signature:			Date:		

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. No.	Page No.
The learner will:		The learner can:			
Assessor's Signature:			Date:		
IQAM Signature (if sampled)			Date:		
EQAM Signature (if sampled)			Date:		



LIST OF MINIMUM FACILITIES AND EQUIPMENT**A. Poultry House**

S/N	ITEM	QUANTITY REQUIRED
1.	Brooding house	1
2.	Grower house	1
3.	Broiler house	1
4.	Pullet house	1
5.	Layer house	1
6.	Breeder house	1
7.	Brooders/Heater	1
8.	Thermometers	1
9.	Hygrometers	1
10.	Timers	1
11.	Power generator/Solar power system	1
12.	Water storage system	1
13.	Alarm system	1
14.	Source of light	Assorted
15.	Drinkers	Assorted
16.	Battery cage	2 units
17.	Chick feeders	5
18.	Grower feeders	10
19.	Adult bird feeders	15
20.	Automatic feeding system	1
21.	Weighing scale	Assorted
22.	Feed scoops	5
23.	Feed storage pallets	5
24.	Nesting boxes	5
25.	Tarpaulin	Assorted
26.	Broom	Assorted
27.	Shovels	2
28.	Wheelbarrow	2
29.	Safety signs	5
30.	Footbaths	1/pen
31.	Debeaker/beak trimmer	1
32.	Fire extinguisher	1
33.	Sand bucket	1

B. Hatchery

S/N	ITEM	QUANTITY REQUIRED
1.	Breeder nests	2
2.	Egg collection baskets	2
3.	Egg candling machine	1

4.	Incubator	1
5.	Chick grading table	1
6.	Chick boxes	5
7.	Chick holding area	1
8.	Egg trays/Crates	Assorted
9.	Egg collection basket	2
10.	Big bowl	2
11.	Farm record book	1

C. Biosecurity Unit

S/N	ITEM	QUANTITY REQUIRED
1.	Refrigerator	1
2.	Freezer	1
3.	Ice packs	Assorted
4.	Clothes	Assorted
5.	Protective wears	Assorted
6.	Examination tools	1
7.	Examination table	1
8.	Disposable bags	1 dozen
9.	Examination gloves	1 pack
10.	Sharps container	1
11.	Footbaths	1
12.	Wheel dips	1/farm
13.	Handwashing station	1
14.	Vaccine carrier	1
15.	Sharps container	1
16.	Mortality examination area	1
17.	Specimen box	1
18.	Isolation area	1
19.	Knapsack sprayer	1
20.	Overall	2
21.	Protective boots	2 pairs
22.	Disposable gloves	1 pack
23.	Heavy-duty gloves	2 pairs
24.	Respiratory masks	1 pack
25.	Protective goggles	2 pairs
26.	First aid kit	1
27.	Vaccinators	2
28.	Syringes and Needles	Assorted
29.	Measuring spoon/cup	Assorted

30.	Manure storage area	1
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D. Smart Poultry Farm

S/N	ITEM	QUANTITY REQUIRED
1.	Computer	1
2.	Internet access	1
3.	Farm management software	Assorted
4.	Data backup storage	1
5.	Projector	1
6.	Whiteboard	1



LIST OF PARTICIPANTS DURING THE NATIONAL WORKSHOP FOR THE ZERO DRAFT, CRITIQUE AND VALIDATION

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