




Professional Development in the Pig Industry

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Background

"... a more competitive, profitable, sustainable industry will only be achieved through highly skilled, proficient and stable workforce.."

Sustainability to Sustained Ability - BPEX





Strategy Objectives

- Skills & Qualifications Structure – relevant & flexible
- Provide & Promote Attractive Environment for Progressive Career
- Promote Skills Development as being central to Business Development
- Flexible but Structured





Why another strategy?

- Industry & individuals already have many skills
- Not about teaching old dogs new tricks
- Rather recognition & transferring tricks to new dogs
- OK and maybe some new tricks for the old dogs!
- Need to get **structured and recognised** personal development into mainstream business strategic thinking





How?

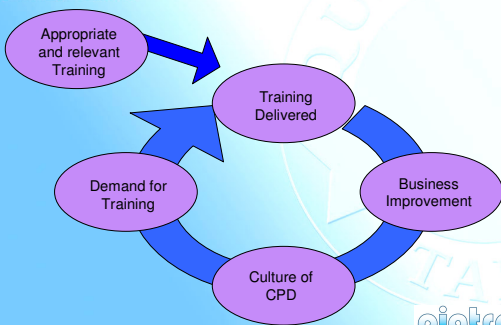
- Promote **Culture** of development through **Recognition** & create demand
- The industry needs to demand what it wants and **use** it

rather than complain that training providers only offer what they want - regardless of need/relevance





Creating Demand





Certificates of Competence

- Assessment not Training *per se*
- Training may well be needed
- Support will definitely be needed
 - Learner's Manuals
 - Trainer's Manuals
- Training Needs Assessment will give structure..
- ..Also a very useful management tool





Basic Stockmanship

- Basic Stockmanship & Welfare – Principles
- Basic Stockmanship & Welfare – Practices

Both units compulsory





Pig Husbandry Skills

Group A - Breeding

- Mating management & care of boar
- Care of Dry Sow & Gilt
- Farrowing House Operation & Care
- Outdoor Farrowing

Group B – Weaner, Grower, Finisher

- Care of Weaners & Growers
- Care of Finishers

Group C – Mechanical Operations

- Controlling Environment in Buildings
- Spreading of FYM & Slurry
- + Stage 2 Cert of Comp in Vet Med





Pig Unit Supervision & Operation

- Supervising Pig Welfare
- Semen Collection & Processing
- Interpretation of Pig Records
- Management of waste & control of pollution
- Feed Storage, Milling & Mixing
- Selection of Breeding Stock
- Organisation of Sales & Purchases

+ Stage 3 Cert of Comp in Vet med





Who provides training?

On Farm

College

Vet groups






Co-ordination

Training groups

Vet groups


BPEX




 Evaluation


Multiple choice

On farm Observations



 Validation

- ✓ Assessment carried out by independent, qualified assessor
- ✓ Trainer or other person with interest cannot assess.
- ✓ Results are validated through NPTC systems
- ✓ Pig industry Cert of Comp written in conjunction with the industry over last two years – representative of industry



 Non-accredited learning for producers

- Farm health planning
- BPEX workshops
- Pig and Poultry fair
- Pig World
- British Pig Health scheme
- Pig discussion groups





- Developed by industry members
- Four categories of membership
- Based on skills and experience
- Small cost every three years
- Update skills to remain on register






PIPR – Benefits


- Promotion of Pride & Professionalism
- Demonstration of Industry Competence & Professionalism to Customers, Consumers & Potential Recruits
- Support for Farm Assurance
- Demonstration of “Low Risk”
- Hopefully cutting Red Tape



Where does the money come from?

- Aim towards producers realising value
- Business Investment NOT cost and compliance
- Need to highlight benefits to farmers
- All development should have a worth to the producers
- Funding available through RDPE





Progress so far

- ✓ Developed a fully accredited suite of qualifications
- ✓ Developed comprehensive support material
- ✓ 3 Regional groups – E. Anglia, Hants/Oxon, Agskills
- ✓ Developed team of qualified assessors
- ✓ Delivered first courses
- ✓ Carried out first assessments
- ✓ Developed CPD scheme - PIPR
- ✓ Appointed Industry T&D Coordinator
- ✓ Links with others to promote careers in pig industry





Summary

- The pig industry now has a structure for:
 - Recognition of experience and skills
 - Formal Qualification - Certificates
 - Recorded Professional Development – PIPR
 - Training – Flexible & Effective Delivery





“The only thing worse than training an employee and having him leave, is not training him and having him stay.”

Zig Ziglar, American author