Training Qualifications UK

TQUK Level 2 End-Point Assessment for ST0389 **Poultry Worker** V1.1

Qualification Number: 610/2111/8

Standard Specification

Contents

Key Information 3
Apprenticeship Summary 4
- Overview of the Role 4
- Occupation Summary 4
- Typical Job Titles 4
- Professional Recognition 4

Assessment Methods 5
- Assessment Order 5
- EPA Window 5
- Gateway Considerations 5

Portfolio of Evidence 6
Professional Discussion 7
- Overview 7
- Grading 8
- Professional Discussion - KSBs and Grading Criteria - Core Themes 9
  - Core- Biosecurity
  - Core- Health and safety
  - Core- Husbandry
  - Core- Operational
- Professional Discussion - KSBs and Grading Criteria - Options 12
  - Option- Breeding
  - Option- Egg Production
  - Option- Grow Out
  - Option- Hatching
  - Option- Rearing

Multiple Choice Test 20
- Assessment Overview 20
- Grading 20
- Multiple Choice Test - Core Knowledge 20

Overall Grading 21
Resits and Retakes 21
Appeals 21

Key Information

Reference:	ST0389
Version:	V1.1
Level:	2
Typical duration to gateway:	12 months
Typical EPA period:	3 months
Maximum funding:	£7,000
Route:	Agriculture, environmental and animal care
Options:	Poultry breeding worker Poultry egg production worker Poultry grow out worker Poultry hatching worker Poultry rearing worker
Example progression routes:	Poultry technician
Approved for delivery:	07 June 2018
Date updated:	14 July 2025
Lars code:	284
EQA provider:	Ofqual
Review:	This apprenticeship standard will be reviewed in accordance with the change request policy.
Qualification Number	610/2111/8

Apprenticeship Summary

Overview of the Role

Optimise the welfare of poultry and consider their needs throughout the different stages of their lives

Occupation Summary

This occupation is found in businesses within the poultry industry ranging from small family farms through to large integrated organisations working across the food supply chain.

The broad purpose of the occupation is to optimise the welfare of poultry and consider their needs throughout the different stages of their lives. This is practical work involving a combination of technology and manual labour. Being a poultry worker requires compassion, self-motivation and the ability to work both independently and as a team player. A poultry worker supports the bird development process, maintaining bird accommodation and preparing and monitoring the livestock production environment whether this is on a farm or in a hatchery.

Poultry workers are employed in breeding, egg production, grow out, hatching and rearing focussed occupations.

In their daily work, an employee in this occupation interacts with their supervisor, colleagues and other visitors to the site, such as Government officials.

An employee in this occupation will be responsible for their own work but will work under supervision, understanding their limits and knowing when to ask for help. They are responsible for adhering to company procedures, legislation and regulations to ensure animal welfare and the health and safety of themselves and others. They will work to performance targets while maintaining effective biosecurity on site.

Typical Job Titles

Poultry worker

Professional Recognition

This apprenticeship is not aligned to professional recognition.

Assessment Methods

The end-point assessment (EPA) for this standard consists of two assessment methods/ components:

Professional discussion underpinned by a portfolio of evidence

Multiple-choice test

Assessment Order

The assessment methods can be delivered in any order. The result of one assessment method does not need to be known before starting the next.

EPA Window

The EPA period starts when Training Qualifications UK (TQUK) confirms the gateway requirements have been met and is typically three months.

Gateway Considerations

Before the apprentice can start their EPA, the training provider is required to upload the following:

- photo ID
- portfolio of evidence.

At gateway, the training provider is also requested sign a declaration to confirm that the English and maths requirements have been met in line with the funding rules.

Portfolio of Evidence

Apprentices must compile a portfolio containing evidence during the on-programme period of the apprenticeship. It should only contain evidence related to the knowledge, skills and behaviours (KSBs) that the professional discussion will assess. The portfolio will typically contain **15 discrete pieces of evidence**.

Evidence should be mapped against the KSBs assessed by the professional discussion and may be used to demonstrate more than one KSB. The apprentice must provide evidence for all the KSBs. Incomplete portfolios will be rejected at the gateway stage.

Evidence sources may include workplace documentation and records, for example:

- workplace policies and procedures
- witness statements
- annotated photographs

Video clips must be included to demonstrate the KSBs listed, with a maximum total duration of 10 minutes each. The apprentice must be in view and clearly identifiable.

Any employer contributions to the portfolio of evidence should focus on direct observation of performance (a witness statement, for example) rather than opinions.

This is not a definitive list; other evidence sources are possible. However, the evidence provided must be valid and attributable to the apprentice.

The portfolio of evidence should not include reflective accounts or any methods of self-assessment.

As the portfolio is to underpin the professional discussion, it is not directly assessed or marked. It will only be reviewed to prepare questions for the professional discussion, and the End-Point Assessor will not be required to give feedback on the portfolio after this review.

Professional Discussion
(underpinned by a portfolio of evidence)

Overview

In the professional discussion, the End-Point Assessor and the apprentice have a formal two-way conversation to allow the apprentice to demonstrate the knowledge, skills and behaviours (KSBs) mapped to this assessment method.

The End-Point Assessor will conduct and assess the professional discussion, which must last for **150 minutes**. The End-Point Assessor has the discretion to increase the time of the professional discussion by up to 10% to allow the apprentice to respond to a question if necessary.

The End-Point Assessor must explain the format and timescales of the professional discussion to the apprentice before it starts. This does not count towards the assessment time.

The End-Point Assessor must ask at least **10 questions**. Follow-up questions are allowed where clarification is required. The purpose of the questions will be to assess the apprentice's competence against the following themes:

- biosecurity
- health and safety
- husbandry
- operational
- breeding or egg production or grow out or hatching or rearing

Videos must be recorded at the apprentice's usual place of work to demonstrate occupational competence against the core themes, and one option, from breeding, egg production, grow out, hatching, or rearing

The videos must be played during the end-point assessment and used to inform the professional discussion. Where videos are used to evidence performance, it is expected that apprentices will explain what is seen in the video and the assessor will use this as a basis for the professional discussion.

The apprentice and the assessor must therefore have access to the videos during the professional discussion.

The End-Point Assessor must have at least **two weeks** to review the videos and supporting documentation.

The apprentice must have access to their portfolio of evidence during the professional discussion so they can refer to and use evidence from it to illustrate their answers.

Apprentices must be given **14 days notice** of the venue, date, and time of the professional discussion. The professional discussion must take place in a suitable venue such as the employer's premises, in a controlled environment, free from any distractions.

The professional discussion can take place remotely, conducted by video conferencing using Microsoft Teams.

Grading

The End-Point Assessor will make all grading decisions. The final assessment decision must consider both the videos and responses given during the professional discussion.

This assessment is graded fail, pass or distinction according to the grading criteria.

To achieve a pass in this assessment, the apprentice must meet all the pass criteria. To be awarded a distinction, they must meet all the pass criteria and all the distinction criteria.

If the apprentice does not meet all the pass criteria, this assessment will be graded as a fail.

Professional Discussion - KSBs and Grading Criteria - Core Themes

Core- Biosecurity	
Pass	Implements and monitors site biosecurity rules and procedures and implements corrective actions when required. **(S3)**
	Explains how they implement hygiene procedures and maintain a clean and sustainable environment in line with agreed standards for the site including access and exit arrangements. **(K2, S5, S6, B5)**
Dist.	N/A
K2	Importance of food safety, including personal hygiene and good hygiene practice and procedures relevant to site environment.
S3	Implements and monitors site biosecurity rules and procedures and implements corrective actions when required.
S5	Implements site and personal hygiene procedures, including relevant rules for entering & leaving site.
S6	Maintains a clean environment in line with agreed standards for the facility.
B5	Contributes to a sustainable workplace.
Core- Health and safety	
Pass	Explains how they work in a safe manner, considering relevant site procedures, manual handling, reporting of incidents and the operation and maintenance of equipment in line with health and safety requirements for the individual and workplace and legislative standards. **(K3, K4, S1, S2, S7)**
Dist.	N/A
K3	Health and safety requirements for the individual and the workplace including relevant company procedures and legislative standards.
K4	Safe and effective methods of operating and maintaining equipment appropriate to the site environment.
S1	Works in a safe manner and maintains a safe working environment.
S2	Carries out the relevant site procedures and report incidents or unsafe conditions.
S7	Applies and uses appropriate manual handling techniques.

Core- Husbandry	
Pass	Explains how they monitor, maintain and diagnose the health and condition of the bird or egg. **(S8, S9)**
	Demonstrates the operation of environmental control systems, in line with operating instructions or procedures, considering the species and point in life cycle and how environmental conditions could have an impact. **(K6, S10)**
	Operates equipment safely and effectively relevant to the age, breed and bird requirements. **(S11)**
	Explains how they utilise technology and systems appropriate to the operation. **(S12)**
	Demonstrates how to conduct appropriate equipment and welfare checks in a timely manner, adhering to codes of practice including the five freedoms and maintaining records in accordance with company procedure. **(S13, S15, B6)**
Dist.	Defines the importance of monitoring, maintaining and diagnosing the health and condition of birds and eggs and the impact of not doing so. **(S8, S9)**
	Operates environmental control systems in the optimum manner, ensuring the species, life cycle and environmental conditions are at the forefront of any operational decisions. **(K6, S10)**
K6	Environmental conditions relevant to the species and point in the life cycle and the impact of any change.
S8	Monitors and maintains the health of the bird or egg.
S9	Diagnoses bird or egg condition and acts appropriately.
S10	Operates environmental control systems in line with operating instructions or procedures taking into account the species and point in life cycle.
S11	Maintains and operates equipment safely and effectively relevant to the age, breed and bird requirements, for example, ventilation, feeding equipment, drinking equipment, incubators, nest boxes.
S12	Utilises technology and systems appropriate to the operation, for example, a computerised shed environmental management equipment, hatchery processing equipment, environmental testing equipment, egg grading and packing equipment.
S13	Conducts appropriate equipment and welfare checks in a timely manner, and maintains, records in accordance with company procedures.
S15	Adheres to and applies welfare codes of practice including the five freedoms.
B6	Takes responsibility for adopting good animal welfare practices.

Core- Operational	
Pass	Defines how they apply business, industry and legislative requirements including assurance standards and site security rules relevant to the operation. **(K11, S4, S16)**
	Explains how they monitor and report bird metrics and site targets necessary to deliver effective performance, showing a strong work ethic, including pride in work, attention to detail, integrity and good time management. **(K13, S14, B3)**
	Discusses the relevant technology appropriate to the process and how problem solving is used in carrying out tasks. **(K14, S18, B7)**
	Explains how they interact effectively with colleagues, managers and site visitors, adapting their communication style accordingly and supporting an inclusive workplace. **(S17, S19, B1, B2)**
	Defines their own commitment to continuous professional development. **(B4)**
Dist.	Justifies the importance of applying business, industry and legislative requirements including assurance standards and site security rules and the potential consequences of not doing so. **(K11, S4, S16)**
K11	Business and industry legislative requirements, including industry assurance standards.
K13	Relevant costs, waste management procedures, bird metrics and site targets necessary to deliver effective performance.
K14	Relevant technology appropriate to the process, for example controls and software.
S4	Follows site security rules.
S14	Monitors and reports performance metrics for operations.
S16	Applies and acts on business, industry and legislative requirements including industry assurance standards relevant to the operation.
S17	Adapts communication style to suit the audience.
S18	Uses problem solving skills in carrying out roles and tasks.
S19	Interacts effectively with colleagues, managers and site visitors.
B1	Team focused and works effectively with colleagues and others.
B2	Supports an inclusive workplace.
B3	Demonstrates a strong work ethic, including pride in work, attention to detail, integrity and good time management.
B4	Committed to continuous professional development.
B7	Adapts to change in conditions, technologies, situations and working environment.

Professional Discussion - KSBs and Grading Criteria - Options

Option- Breeding	
Pass	Demonstrates how they handle birds and eggs in line with organisational requirements, grading, marking and storing eggs as required and placing birds in the correct area in accordance with defined codes of practice. **(K15, S22, S27)**
	Discusses the production targets for the appropriate breed or species. **(K16)**
	Explains how they assist with bringing birds into lay including the provision of appropriate conditions and resources as required. **(K17, S21, S25)**
	Explains how they identify the correct dosage and quality of semen used for artificial insemination and the frequency required to maximise fertility where relevant to species. **(K18)**
	Demonstrates how they assist with the selection of suitable males for breeding and correctly identify males suitable and unsuitable for breeding, in line with organisational requirements. **(S20)**
	Explains how they assist with the preparation and facilitation of breeding in line with species and organisation requirements including the safe and compassionate movement of birds. **(S23, S28)**
	Demonstrates how they prepare facilities for the arrival and departure of birds. **(S24)**
	Demonstrates how they measure the development of birds using the appropriate method and equipment. **(S26)**
Dist.	Justifies the selection of suitable males for breeding in line with organisational requirements. **(S20)**
	Optimally handles birds and eggs when grading, marking and storing, ensuring birds are placed in the correct area safely and efficiently. **(K15, S22, S27)**

K15	Procedures for handling, storing, moving and transporting birds and eggs.
K16	Production targets for the appropriate breed or species.
K17	Conditions and resources necessary to bring birds into lay.
K18	The correct dosage and quality of semen used for artificial insemination and frequency required to maximise fertility where relevant to species.
S20	Assists with selection of suitable males for breeding and correctly identifies males suitable and unsuitable for breeding, in line with organisational requirements.
S21	Assists with bringing birds into lay,
S22	Collects, handles, grades, marks and stores eggs for breeding purposes in line with organisational requirements.
S23	Assist with preparing and facilitating breeding in line with the species and organisation requirements.
S24	Prepares facilities for arrival and departure of birds.
S25	Assists with providing the appropriate conditions and resources necessary to bring birds into lay.
S26	Measures the development of the birds using the appropriate method and equipment.
S27	Handles birds in the appropriate manner and places in correct area in suitable quantities in accordance with defined codes of practice.
S28	Moves and transports birds safely, effectively and compassionately without undue stress.

Option- Egg Production	
Pass	Discusses the production targets for the appropriate breed or species. **(K19)**
	Demonstrates how they assist with bringing birds into lay including the provision of appropriate conditions and resources as required. **(K20, S32, S33)**
	Demonstrates how they collect, handle, grade, mark and store eggs in line with organisational requirements. **(K21, S30)**
	Shows how they monitor and provide feed and water relevant to the species and point in the life cycle. **(K22, S31)**
	Prepares facilities for the arrival and departure of eggs. **(S29)**
Dist.	Explains the importance of monitoring and providing feed and water relevant to the species and point in the life cycle of the bird and the impact of not doing so. **(K22, S31)**
	Optimally handles birds and eggs when grading, marking and storing, ensuring birds are stored in the correct area safely and efficiently. **(K21, S30)**
K19	Production targets for the appropriate breed or species.
K20	Conditions and resources necessary to bring birds into lay.
K21	Procedures for handling, storing, moving and transporting eggs.
K22	Diet and water requirements relevant to the species and point in the life cycle and the impact of any change.
S29	Prepares facilities for arrival and departure of eggs.
S30	Collects, handles, grades, marks and stores eggs in line with organisational requirements.
S31	Monitor and provide feed and water.
S32	Assists with providing the appropriate conditions and resources necessary to bring birds into lay.
S33	Assists with bringing birds into lay.

Option- Grow Out	
Pass	Explains the process for handling and placing birds in new environments. **(K23)**
	Conducts an assessment on the growth of young birds to determine if production targets are in line with organisational requirements. **(K24, S38)**
	Describes the equipment, resources, conditions, feed and water provision required for brooding birds. **(K25)**
	Defines how they assist with rearing birds to suitable target weight and condition for breeding. **(S34)**
	Demonstrates how to handle birds safely, effectively and compassionately, and places them in the correct area in accordance with defined codes of practice and procedures. **(K26, S39, S35)**
	Shows how they monitor and provide feed and water relevant to the species and point in the life cycle. **(K27, S37)**
	Prepares facilities for arrival and departure of birds. **(S36)**
Dist.	Optimally handles birds ensuring safety and compassion for the bird's welfare are paramount, and ensures the birds are placed in the correct area safely and efficiently. **(K26, S39, S35)**
	Efficiently conducts an assessment on the growth of young birds, explaining the steps taken to determine if production targets are in line with organisational requirements. **(K24, S38)**
K23	How birds should be handled and placed in new environments.
K24	Growth targets required for organisational purposes.
K25	The equipment required to ensure the provision of appropriate environmental conditions and feed and water, for example, brooders, heaters, feeders, drinkers, lights, resources, appropriate conditions and feed and water provision required for brooding birds where applicable.
K26	Procedures for handling, storing, moving and transporting birds.
K27	Diet and water requirements relevant to the species and point in the life cycle and the impact of any change.
S34	Assists with rearing birds to suitable target weight and condition for breeding,
S35	Handles birds in the appropriate manner and places in correct area in suitable quantities in accordance with defined codes of practice.
S36	Prepares facilities for arrival and departure of birds.
S37	Monitor and provide feed and water.
S38	Assesses the growth of young birds meets production targets in line with organisational requirements and instructions.
S39	Moves and transports birds safely, effectively and compassionately without undue stress.

Option- Hatching	
Pass	Explains how they assist with the preparation and administration of vaccines and treatments in line with instructions, organisation requirements and the principles of vaccination. **(K28, S44)**
	Demonstrates how to store eggs in suitable environment conditions. **(K29, S45)**
	Prepares and loads eggs into an incubator in accordance with organisational procedures, identifying any reasons why eggs may be unsuitable for incubation. **(K30, K31, S47)**
	Explains how to check egg fertility and select eggs for transfer in line with organisational requirements. **(K32, S41)**
	Explains how they take off poultry and recognise and dispose of sub-standard products in-line with legal and organisational requirements before preparing birds for transportation following relevant procedures. **(K33, S46)**
	Explains the procedures for handling, storing, moving and transporting eggs. **(K34)**
	Prepares facilities for the arrival and departure of eggs and receives and selects eggs for hatching. **(S40, S43)**
	Explains how to hatch and despatch poultry. **(S42)**
Dist.	Explains the importance of complying with the principles of vaccination during the preparation and administration of vaccines and the potential consequences of not doing so. **(K28, S44)**
	Efficiently and safely prepares and loads eggs into an incubator, justifying their reasons for identifying eggs that are not chosen for incubation. **(K30, K31, S47)**

K28	Principles of vaccination and the importance of correct administration in line with business requirements.
K29	Correct storage conditions for eggs.
K30	Reasons why eggs would be unsuitable for incubation.
K31	Appropriate incubation conditions and times relevant to the species.
K32	How to recognise infertile eggs.
K33	How to identify birds are fit for transport and procedures to follow when birds are deemed unfit for transport in line with legislation.
K34	Procedures for handling, storing, moving and transporting eggs.
S40	Receive and select eggs for hatching.
S41	Assists with checking egg fertility and selecting eggs for transfer in line with organisational requirements.
S42	Hatches and despatches poultry.
S43	Prepares facilities for arrival and departure of eggs.
S44	Assists with preparing and administering vaccines and treatments in accordance with organisational requirements.
S45	Stores eggs in suitable environment conditions.
S46	Takes off poultry, recognise and dispose of sub-standard products in-line with legal and organisational requirements and prepare birds for transportation.
S47	Prepares and load eggs into the incubator in accordance with organisation procedures.

Option- Rearing	
Pass	Explains how they assess the growth of young birds to determine if production targets are in line with organisational requirements. **(K35, S55)**
	Assists in the preparation of the necessary equipment, conditions, feed and water relevant to the brooding and growing procedures for the species, monitoring the feed and water as required. **(K36, S49, S51)**
	Discusses the condition and physical characteristics of males suitable and unsuitable for breeding and how they assist with rearing birds to suitable target weight and condition for breeding. **(K37, S52)**
	Demonstrates how to handle birds safely, effectively, compassionately and without undue stress, placing them in the correct area in suitable quantities in accordance with defined codes of practice. **(K38, S53, S56)**
	Explains how they assist with the preparation and administration of vaccines and treatments in line with instructions and the principles of vaccination. **(K39, S48)**
	Demonstrates how to prepare facilities and environments for the arrival of new birds. **(K40, S50)**
Dist.	Handles birds with optimum safety and efficiency, and compassion, ensuring the bird's welfare is paramount and any undue stress is minimised whilst placing them in the correct area. **(K38, S53, S56)**
	Explains the importance of complying with the principles of vaccination during the preparation and administration of vaccines and the potential consequences of not doing so. **(K39, S48)**

K35	Growth targets required for organisational purposes.
K36	Equipment, resources, appropriate conditions and feed and water provision required for brooding birds
K37	The condition and physical characteristics of males suitable and unsuitable for breeding.
K38	Procedures for handling, storing, moving and transporting birds.
K39	Principles of vaccination and the importance of correct administration.
K40	How birds should be handled and placed in new environments.
S48	Assists with preparing and administering vaccines and treatments in accordance with instructions.
S49	Assists with preparing necessary equipment and appropriate conditions for new birds and prepares appropriate feed and water taking account of brooding and growing procedures appropriate to species.
S50	Prepares facilities for arrival and departure of birds.
S51	Monitors and provides feed and water.
S52	Assists with rearing birds to suitable target weight and condition for breeding,
S53	Handles birds in the appropriate manner and places in correct area in suitable quantities in accordance with defined codes of practice.
S54	Assists with preparing and administering vaccine s and treatments in accordance with instructions.
S55	Assesses the growth of young birds meets production targets in line with organisational requirements and instructions.
S56	Moves and transports birds safely, effectively and compassionately without undue stress.

Multiple Choice Test

Assessment Overview

In the multiple choice test, the apprentice answers questions in an invigilated environment. It gives the apprentice the opportunity to demonstrate the knowledge mapped to this assessment method.

The test consists of **20 multiple choice questions**. Each question has four possible answers, one of which is correct. One mark is awarded for each correct answer.

The apprentice will have a maximum of **30 minutes** to complete the test.

The test can be computer or paper based, and is closed book, which means that the apprentice cannot refer to reference books or materials whilst taking the test.

This is a formal assessment, therefore it must take place in a controlled environment, free from any distractions.

The apprentice must be given at least **14 days' notice** of the date and time of the test.

Grading

This assessment is graded according to the table below.

Marks	Grade
0-12	Fail
13-16	Pass
17-20	Distinction

Multiple Choice Test - Core Knowledge

K1	The relevant species or breeds, their characteristics, behaviours, production cycle, and welfare requirements.
K5	Importance of biosecurity and the procedures and controls that have to be in place to maintain it, including general security rules relevant to the site.
K7	Procedures for humane culling, storing and disposal.
K8	Relevant welfare codes of practice including the five freedoms; Freedom from hunger and thirst, Freedom from discomfort, Freedom from pain, injury or disease, Freedom to express normal behaviour, Freedom from fear and distress by ensuring conditions and treatment which avoid mental suffering.
K9	The impact of the poultry worker in relation to animal welfare.
K10	Signals and behaviours that indicate animal health or welfare issues and the actions required to mitigate them.
K12	Methods for stock control, record keeping and reporting.

Overall Grading

The overall grades available for this apprenticeship are fail, pass, merit, or distinction. Each assessment component is graded individually. Once an apprentice has completed all assessment components, the grades are combined as described in the table below to determine an apprentice's overall grade.

Professional Discussion underpinned by a portfolio of evidence and videos	Multiple Choice Test	Overall Grade
A fail in any assessment component will result in a fail overall		
Pass	Pass	**Pass**
Pass	Distinction	**Merit**
Distinction	Pass	**Merit**
Distinction	Distinction	**Distinction**

Resits and Retakes

If an apprentice fails one or more assessment method(s), they are eligible for a resit or a retake. The apprentice's employer needs to agree that a resit or retake is appropriate.

A resit does not need further learning, whereas a retake does. An apprentice should have a supportive action plan to prepare for a resit or a retake.

Resits are typically taken within one month of the fail notification. The timescale for a retake is dependent on how much retraining is required, but they are typically taken within three months of the fail notification.

Failed assessment methods must be resat or retaken within a six-month period from the fail notification, otherwise the entire EPA will need to be resat or retaken in full.

If a resit or retake is needed for the professional discussion, the apprentice may need to re-work and resubmit their portfolio of evidence including videos.

If an apprentice requires a resit or retake, their EPA grade will be capped at a merit, unless Training Qualifications UK determines there are exceptional circumstances.

Resits and retakes are not offered to an apprentice wishing to move from pass to a higher grade.

Appeals

Training Qualifications UK's Appeals Policy, including time frames, can be found here.