## Minnesota Dual-Training Pipeline Competency Model for Agriculture Occupation: Grain Merchandiser

Employer-Specific Competencies  Facilitate proper grain storage Perform record keeping Collect and maintain grain volume measurements, temperature, and condition Coordinate transportation of grains (shipment and receipt) Maintain compliance with regulations Perform safe product handling principles Conduct appropriate bid process Implement grain origination Practice inventory best practices  Industry-Sector Technical Competencies  Industry-Wide Technical Competencies  Verification Services  Industry-Wide Technical Competencies  Industry-Wide Technical Competencies  Verification Services  Industry-Wide Technical Competencies  Industry-Wide Technical Competencies  Verprinciples of Security Compliance Quality Compliance Production Production Production Production Production Production Production Production Services Supply Competencies  Teamwork Customer focus Planning and organizing Creative thinking Problem solving and decision making Working with tools and technology Scheduling and coordinating Problem solving and decision making Working with tools and technology Scheduling and coordinating Problem solving and decision making Production Scheduling and coordinating Problem solving and decision making Production Scheduling and coordinating Problem solving and decision making Production Scheduling and coordinating Problem solving and decision making Production Produ		
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Grain marketing   Basic accounting   Purchasing   Purchasing   Purchasing   Production   Product		Perform record keeping Collect and maintain grain volume measurements, temperature, and condition Coordinate transportation of grains (shipment and receipt) Maintain compliance with regulations Perform safe product handling principles Conduct appropriate bid process Implement grain origination
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Workplace Competencies  Teamwork   Customer focus   Planning and organizing   Sustainable practices   Health and safety  Teamwork   Sustainable practices   Production   Production   Planning and organizing   Professionalism   Personal Effectiveness Competencies   Planning and technology   Scheduling and coordinating   Personal Effectiveness Competencies   Planning and technology   Personal Effectiveness Competencies   Personal Effectiveness Compe	Indu	stry-Wide Technical Competencies
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Problem solving and decision making   Working with tools and technology   Scheduling and coordinating   Problem solving and recording   Business fundamentals   Sustainable practices   Health and safety    Academic Competencies    Writing   Mathematics   Science and technology   Communication   Critical and analytical thinking   Basic computer skills    Personal Effectiveness Competencies    Professionalism   Initiative   Dependability   Adaptability   Lifelong    Dependability   Lifelong    Professionalism   Initiative   Dependability   Adaptability   Lifelong    Professionalism   Initiative   Dependability   Lifelong		Workplace Competencies
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Based on: Building Blocks for Competency Models – Foundational Competencies, Employment and Training Administration, United States Department of Labor, February 2025. For more detailed information about competency model creation and sources, visit dli.mn.gov/business/workforce/agriculture.

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## **Competency Model for Grain Merchandiser**

**Grain Merchandiser** – A grain merchandiser manages the buying, storing, handling, and marketing of grain to maximize market share, efficiency, and customer satisfaction. Their main goal is to secure high-quality grain at the lowest cost while supporting company objectives.

\*Pipeline recommends the Industry-Sector Technical Competencies as formal training opportunities (provided through related instruction) and the Occupation-Specific Competencies as on-the-job (OJT) training opportunities.

## **Industry-Sector Technical Competencies**

**Related Instruction** for dual training means the organized and systematic form of education resulting in the enhancement of skills and competencies related to the dual trainee's current or intended occupation.

- **Grain marketing** The negotiation and communication of appropriately factored prices, dates, and quantities of grain to develop a reasonable return on investment while taking into consideration current market conditions.
- Basic accounting Understanding of the principles of debt, credit, accounts, assets, liabilities, equity, revenue, and expenses; the ability to balance and enumerate all financial information considering these factors.
- **Purchasing** Understand how to buy grain at a fair price given current market condition.
- Hedging Knowledge of how to follow grain market trends and accurately price grain while
  factoring in risk, futures, and local basis to best ensure at least some profit and/or mitigate
  against some loss for the company.
- Crop production services Assisting customers through networking and direct consultation to help farmers have access to all materials, including seed, fertilizer, irrigation supplies, as well as machinery and agriculture services to produce a strong grain crop.
- Transportation logistics Understanding of grain transporting equipment from vehicle capacity to drivers, utilization of alternative methods of delivery (such as freight rail) to move grain from the farm to the processing facility and to the final grain product distribution facility.

- Sales techniques Detailed approaches to selling grain in diverse amounts of quantity to both existing and new customers.
- Facilities management Maintenance of fully equipped grain processing and storage facilities to ensure efficient and effective grain transfer, ensuring adherence to high quality health standards of the grain product.

## **Occupation-Specific Competencies**

**On-the-Job Training** is hands-on instruction completed at work to learn the core competencies necessary to succeed in an occupation. Common types of OJT include job shadowing, mentorship, cohort-based training, assignment-based project evaluation and discussion-based training.

- Facilitate proper grain storage Knowledge of best practices for storing grain in equipment that is suitable for resale and that is safe and in compliance with all state and local laws governing the storage of grain.
- **Perform record keeping** Creation, organization, and maintenance of the records of sales and purchases of grain.
- Collect and maintain grain volume measurements, temperature, and condition The act of properly recording inputs and outputs of grain and the tracking of volume of goods, temperature of storage and grain condition.
- Coordinate transportation of grains (shipment and receipt) The act of efficiently designing the shipment and receipt of grain to and from their destinations.
- Maintain compliance with regulations Awareness of and adherence to the state and federal regulations governing the safe and healthy production, harvest, and processing of grain.
   Regulatory agencies include but are not limited to United States Department of Agriculture (USDA), Occupational Safety and Health Administration (OSHA) and Environmental Protective Agency (EPA).
- **Perform safe product handling principles** Understanding the guidelines that govern the safety of product handling.
- **Conduct appropriate bid process** Knowing the steps involved with deciding on the current cost of the product, including current market conditions.
- **Implement grain origination** Understand that the place from which grain originate may impact handling procedures and prices.

• **Practice inventory best practices** – Know to do collection of data following the ideal rules, regulations, and processes of maintaining inventory.

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