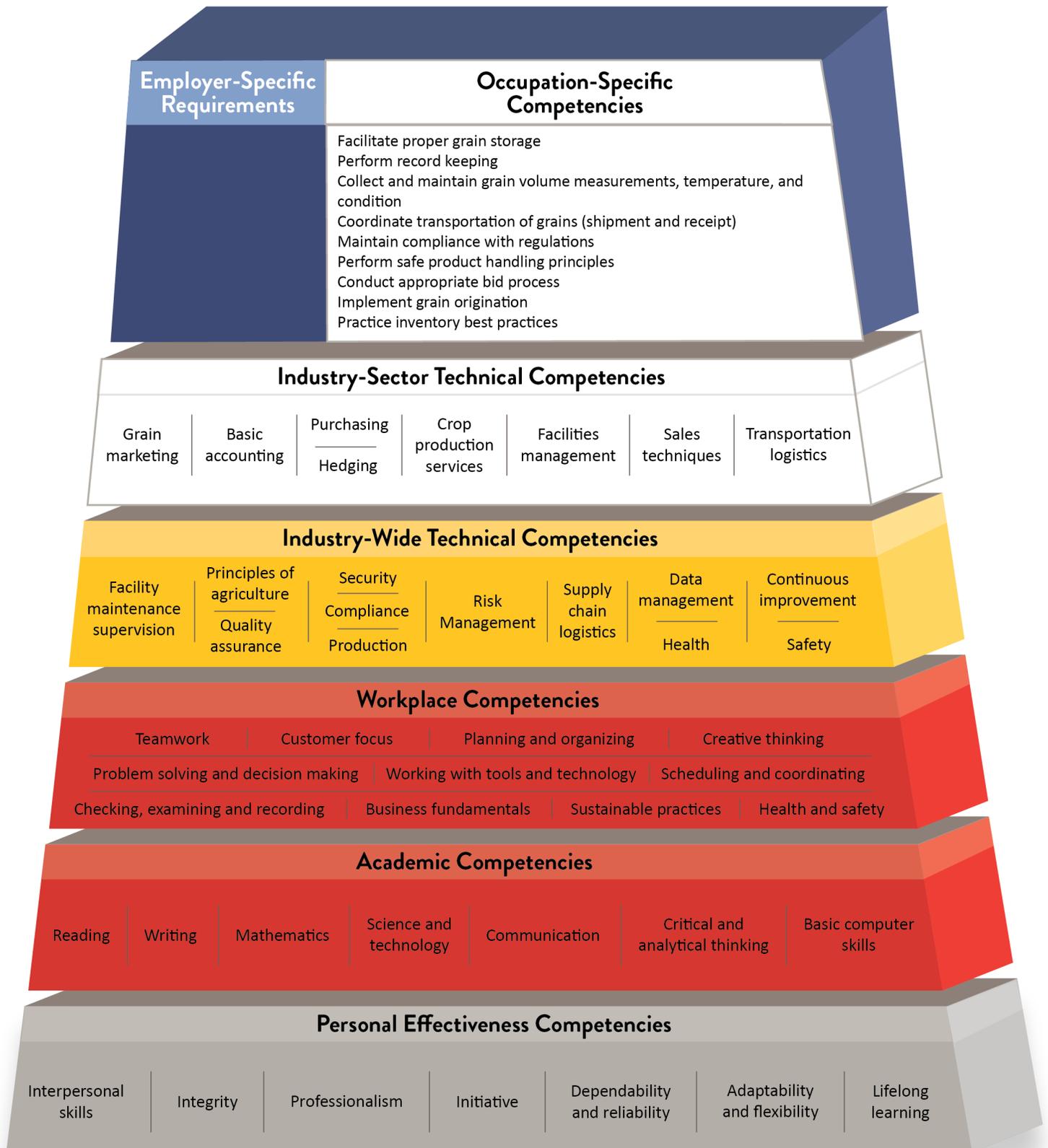


Minnesota Dual-Training Pipeline Competency Model for Agriculture Occupation: Grain Merchandiser



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.

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** – Know how to properly record inputs and outputs of grain and track of volume of goods, temperature of storage and grain condition.
- **Coordinate transportation of grains (shipment and receipt)** – Know how to efficiently design 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** – Know 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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