Russell Plaschka
Workforce Development
Ag Business Development

SERVING
THE STATE’S
LARGEST INDUSTRY...
AGRICULTURE
Why Kansas Agriculture?

• $63.8 billion to Kansas economy*
  – Agriculture, food and food processing
• 1 out every 8 jobs is agriculture related*
• 8th in the nation in international exports**
• $3.6 billion in cattle, meat, grains and other farm products exported around the globe (2017)
• No. 1 in exports to other states*
• 238,148 people employed in Kansas Ag ***

*Source-Kansas Ag. Statistics 5 year average
**NASS 2016
***KDA-Kansas Agriculture Economic Impact Analysis
KDA Agriculture Workforce Needs Assessment

- **Expansion**
  - 44% of respondents planning to expand within 3 years
  - *Increase market share* and *new markets* were top reasons for expansion
  - Workforce is one of the limiting factors

- **Training and Skills**
  - 66% of respondents want to work more with local education providers
  - The need exists to increase internship and job shadowing opportunities
  - Partnerships with business, industry and education are critical for success
Assessment cont.

• Certifications
  – 60% of respondents give preference to applicants with certifications
    • CDL, Pesticide, CCA, BQA, KDA Agriculture certificate
    • Are certificates receiving due recognition?
      – Bonuses, quicker advancements
Skills Needed

**Soft Skills General Applicants Lack**

- Communication Skills
- Leadership
- Time Management
- Dependability
- Motivation
Skills Needed

**Hard Skills General Applicants Lack**

- Critical/Analytical Thinking
- Machine Operation
- Basic Communication/Writing
- Tractor/Heavy Equipment Operation
- General Office Software
• Talent

Development/Education

– Clarify Child Labor Laws/OSHA issues related to hiring or interning high school age students

– Quality of life for rural communities
  • Health care, schools
  • Amenities to attract talent
  • Willing to grow!
  • Strategic Growth Initiative
Numbers in Kansas

- Over 2400 advertised Kansas jobs just on one major agriculture job site in 2015
- 775 students with agriculture degrees graduated from Regents institutions in 2016
- 35,000 students in Kansas high schools
- 12,000 enrolled in Agriculture Education with over 9,000 FFA members
- Where are we currently recruiting from?!
Focus on True Partnerships

• 66% of respondents want to work with local education providers!

• What does that look like?
  – Recruit — early
  – Job shadow — often
  – Internships — as many as you can

• Share Resources
  – Schools
    • Access to students
    • Instructor/facilities
  – Industry
    • Expertise
    • Equipment/technology
    • Experiences
KIS-Keep it Simple

• **Focus on the Main Event**
  – Authentic experiences for our students

• **Workforce does not mean more programs or new funding streams.**

• **It means working together — smarter and harder — developing true partnerships is a win-win for students and employers.**
Panel Discussion

Diane DeBacker
Executive Director of Business & Education Innovation Dept. of Commerce

Stephanie Trumpp
Director of Human Resources PrairieLand Partners Inc.

Mike Bergmeier
President, Shield Agriculture Equipment