



Quality Seed Leads to a Bountiful Harvest: A Look at Internships



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Welcome

Internships introduce students to the habits and value of work, while making connections between academic learning and its real world application. (2010 Report by the National Academy Foundation, “Preparing Youth for Life.”)



Real World Application

Internships in agriculture have become increasingly popular and are an effective method of offering undergraduate students a unique learning experience that helps them become more employable and exposes them to the "real world" of agriculture. (Wu, 2001)



Workshop Outline

3:00 – 3:20	Welcome and Overview of Survey Data
3:20 – 4:00	Employer Panel
4:00 – 4:20	Manoa Career Center
4:20 – 4:50	Roundtable Discussion
4:50 – 5:00	Wrap-up

Kansas Department of Agriculture Mission



VISION, MISSION, PRIORITIES AND PROGRAM GOALS

January 2015

VISION: The Kansas Department of Agriculture is committed to a balanced approach of:

- Serving Kansas farmers, ranchers, agribusinesses and the consumers/customers they serve;
- Providing an environment that enhances and encourages economic growth of the agriculture industry and the Kansas economy; and
- Advocating for and promoting the agriculture industry, the state's largest industry, employer and economic contributor; while
- Ensuring a safe food supply, protecting natural resources, promoting public health and safety, protecting animal health, and providing consumer protection to the best of our ability.

MISSION: The Kansas Department of Agriculture will achieve its vision by:

- Creating a "best-in-state plus" work force and work environments with a positive culture and attitude;
- Working diligently to make the agency more efficient and streamline program operations;
- Fulfilling and upholding statutory and regulatory obligations fairly, transparently, efficiently and effectively;
- Working with industry partners to guarantee the interests of Kansas and the agriculture industry are considered in state and federal policy decisions;
- Providing customer support, timely responsiveness, educational resources and critical information to all Kansans;
- Broadening the understanding and appreciation of agriculture and its economic contribution amongst Kansas citizens;
- Providing support and assistance to help make Kansas businesses more successful, grow rural communities, expand markets for Kansas agricultural products, level the playing field, grow the agricultural workforce, and encourage more farms, ranches and other agriculture businesses to expand in or relocate to Kansas; and
- Being a model state agency.

CURRENT AGENCY PRIORITIES: In order to achieve the mission and maintain an achievable focus, the following objectives are considered top priority:

- Improving customer service and compliance education for all customers and licensees;
- Streamlining and automating internal and external systems and continuing to identify opportunities for program and agency efficiencies in daily business activities;
- Perform daily responsibilities effectively and efficiently with a focus on customers served and cross training when appropriate;
- Evaluating and adjusting program, division and agency structure to achieve highest effectiveness and efficiency;
- Eliminate unnecessary and outdated regulations and/or agency activities;
- Enhancing internal communications and a professional development for agency staff;
- Recruit and retain high quality employees - the right people, doing the right thing, with the right attitude;
- Continuing to build upon a common sense policy and regulatory agenda and influencing federal policy issues;
- Growing agriculture in the state, eliminating barriers to growth, developing workforce and building marketing activities in-state, out-of-state and globally;
- Developing strategic partnerships with Kansas State University and other potential partners to better serve Kansans and the agriculture industry; and
- Advocating for agriculture at all levels and provide industry outreach.

OBJECTIVES & GOALS: Each program and division is developing objectives and measurable goals aligned with the agency priorities.

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Fulfilling Our Responsibilities

Lack of a skilled agriculture workforce is a top inhibitor of growth and expansion for many agriculture entities.

The Kansas Department of Agriculture (KDA) completed a survey in February 2016 to help the industry better understand workforce needs among agriculture employers in the state.

Purpose

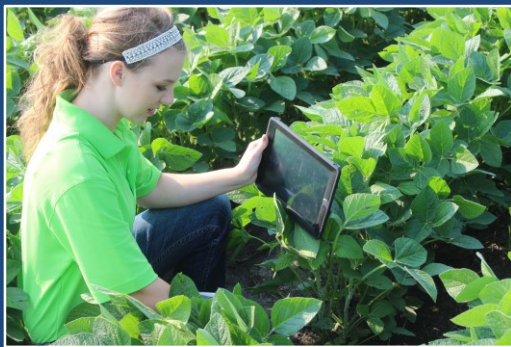
The survey is a direct effort to help link the supply of human capital to the needs of Kansas agribusiness enterprises.

The survey will help KDA identify the number and types of jobs and specific skills required for those jobs in agriculture.

A detailed report will be presented late Summer 2016.

Why Is This Important

- 14% of the total Kansas workforce in directly or indirectly connected to agriculture.
- 43% of Kansas' Gross Regional Product is related to agriculture, food, and food processing.



Findings

- 36% of the respondents to the KDA survey have vacancies.
- 44% stated they plan to expand in the next 3 years.
- Of those planning to expand, almost 80% plan to do so within the next 2 years.



Findings

- Written communication and applied mathematics are the main basic skills applicants lack according to those surveyed.
- Motivation, time-management, and dependability are the top 3 “soft skills” deficient in new hires.



Connections

- 52% of employers surveyed by KDA offer internships, primarily at the 2-year and 4-year level
- Over 60% of KDA respondents indicated they would like to offer internships
- 56% of NACTA survey respondents reported internships are required for their major, minor, or certificate program



Connections

- 56% of interns are assessed on their written communication skills with 93% required to complete a written report.
- 46% are assessed on their oral communication skills with 74% required to present an oral report.
- 30% of students are assessed on their soft skills.

Connections

- 55% of respondents indicated 76-100% of interns in their programs are compensated for their internship experience.
- Employers believe that completion of a supervised and evaluated internship is very or fairly effective in ensuring that college graduates have the requisite skills and knowledge for success. (Kraft, Jr.)



Establishing Tomorrow's Workforce

- 70% of employers prefer to hire college graduates with relevant work experience.
- 60% of those employers prefer the work experience be gained through an internship (NACE, 2014)



Employer Panel

- Taylor Kellerman – Kualoa Ranch
- Dale Sandlin – Hawaii Cattlemen’s Council
- Stacie Sasagawa - Monsanto

Manoa Career Center – Wendy Sora, Director

- Ethical and Legal Standards for Advisors



Roundtable Discussion

- What is your link to employers?
- What do you view as being valuable **TO YOU** from students in your program pursuing internships?
- What level of support do you receive from Administration?
- Are internships viewed as a valuable tool for students or easily generated tuition dollars?
- Do you utilize industry contacts on advisory boards?
- What are your expectations and interests as an advisor for your major's internship program?
- What are your biggest concerns regarding an internship program?

Wrap-Up

- Thoughts
- Comments
- Concerns
- Take home message
- Questions



References

- 2010 Report by the National Academy Foundation, “Preparing Youth for Life.”
- Kraft, Jr., Rory E. et al. Improving Academic Internships: Key considerations for implementing a successful campus-wide review. NACTA Journal, November 2015.
- National Association of Colleges and Employers. (November, 2014). Job Outlook 2015. Bethlehem, PA: National Association of Colleges and Employers.
- Wu, Chia-Hsing. Faculty and staff members’ perceptions of internships in the College of Agriculture at Iowa State University. Retrospective Theses and Dissertations. Paper 1091.

Thank you for your time!



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