

Consolidated Notes from Workforce Workshop

August 30, 2016

Training Skills and Development

- Increase internship/job shadowing opportunities in high schools and post-secondary.
- More exposure to agriculture and opportunities in agriculture in our secondary schools.
- Engage military veterans and transitioning soldiers on agriculture opportunities.
- Tell the agriculture story to schools that lack the agriculture programming.
- Improve communications across educational providers on internship and curriculum offerings.
- Increase K-12 technical education offerings.

Federal Laws and Regulations

- Immigration
 - H2A simplifications
 - Clarify individual needs based on demand.
- Liability for younger and older workers
 - More clarifications on minor or student worker regulations.
- Overtime exemption/nonexempt
- State should play larger role in helping employers understand state and federal programs.

Quality of Life

- Affordable housing is a challenge.
- Amenities in our rural communities.
 - School quality – are businesses partnering with their local school?
 - Invest in the community and employees will come.
 - Health Care
 - Coordination and communication of the assets our communities do have.
- Cultural isolation and support for non-natives
- Promote Kansas's quality of life, we know it is good but does anyone else?

Recruiting/Competition from other Industries

- Perception of the Ag industry
 - Promote and educate on the breadth of the opportunities in the industry and not just the traditional Ag jobs.
- Salaries and Benefits
 - Must promote quality of life and work environment.
 - Ag salaries are competitive, must promote this to dispel old stereotype.
- Why should I work here?
 - Do we truly know our own industry enough to promote it?

- Come Home to Kansas – workforce recruitment strategy.