

CENTER FOR RURAL PROSPERITY AND INNOVATION

Agriculture Careers in Georgia: Assessing Future Talent Needs Executive Summary Report

AgCareers.com



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SUMMARY

In 2017, the Georgia Agricultural Summit Initiative commissioned AgCareers.com to conduct the Agriculture Careers in Georgia: Assessing Future Talent Needs Survey. The survey was intended for agricultural and related industry employers in the state of Georgia, with the objective of understanding and forecasting future human capital needs.

Requests to complete the survey were sent to 561 organizational representatives. Seventy-eight organizations (14%) representing 44 counties across Georgia completed the survey. Only organizations that had employees in Georgia were eligible to complete the survey.

ADDITIONAL INFORMATION

Contact the Center for Rural Prosperity and Innovation (Georgia's Rural Center) at info@ruralga.org or 229.391.4847

SUGGESTED CITATION

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ACKNOWLEDGEMENTS + PARTNERS

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Contributor Profile

Survey participants were asked to report their total number of full-time employees. Most organizations (39%) had six to 20 employees while organizations with 1,001 to 2,500 employees were least represented (3%). Participants were asked to indicate what industry sector their organization identified with most. The 26 sectors listed were consistent with the industry sectors utilized by AgCareers.com for classification of roles. The Equipment, Manufacturing, Construction, Technical sector was represented by 13% of respondents. Commodities and Trading, Horticulture, Greenhouse, Turf, Viticulture, Ornamental and Crop Production-Fruits/Vegetables/Nuts were three sectors represented by 10% of respondents each

Summary of Key Findings and Analysis

- Seventy-six percent of the new graduate and/or skilled/technical level roles in 2017 were filled by a majority of Georgia resident hires.
- Of the new graduate and/or skilled/technical level roles filled in 2017, operations (ex. mill manager, driver, etc.) and production (ex. farm manager, animal breeder, etc.) job functions were most filled.
- A high school diploma was most often (45%) required for employment of the new graduate and/or skilled/technical roles filled in 2017. This was followed by 37% of roles requiring a Bachelor's degree.
- For those organizations who have challenges filling roles at the new graduate (and/or skilled/technical) level, 43% indicated that trade/skilled job functions are the most difficult to fill.
- The lack of applicant pool/recruiting awareness was most cited (63%) as the reason for difficulty in filling new graduate (and/or skilled/technical) level roles.
- Most respondents (51%) indicated they expect to fill one to five jobs in 2018.
- Sixty-five percent of respondents anticipate that their organization's employee headcount will expand in the next five years.

Chart 1. New Graduate Job Functions Hired for in 2017

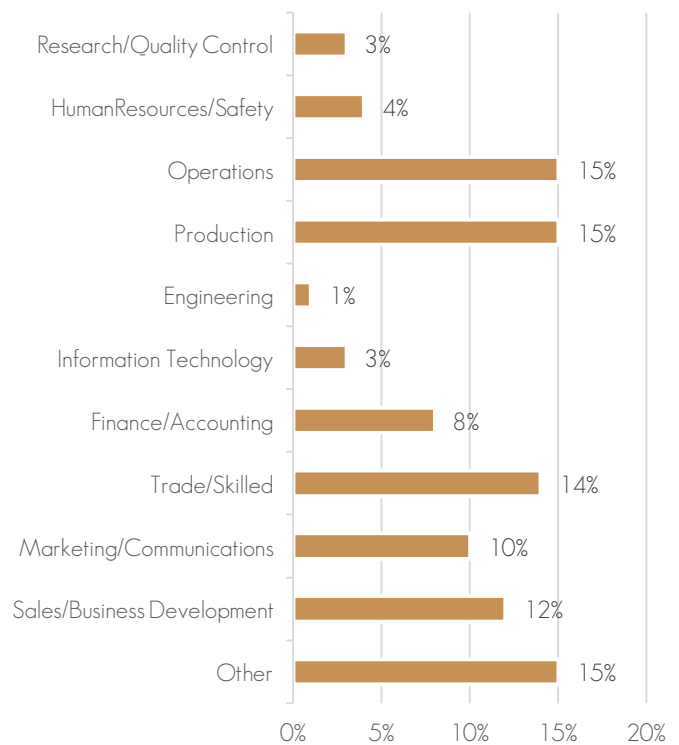
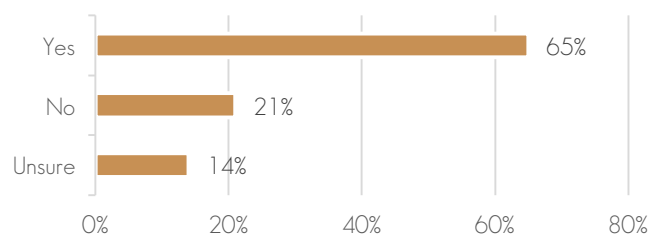


Chart 2. Do You See Employee Headcount Expanding in the Next Five Years?



- When considering organizations that anticipate expanding their employee headcount in the next five years, the job function with the most growth anticipated is production, as reported by 31% of organizations.
- On average 76% of organizations indicated that the list of emerging jobs (crafted through trend data and stakeholder input) were not applicable to their business.
- When considering technical skills needed to fulfill job responsibilities, respondents indicated that mathematics is the area of teaching most critical for career success. This was closely followed by the areas of production and operations.
- All respondents (100%) noted that work ethic was very important for young professionals to bring to the workforce. This was followed by adaptability (88%) and listening/accepting feedback (88%).
- On average, only 7% of employers felt that young professionals were very prepared when considering a range of employability skills.
- Thirty-eight percent of respondents believe that Georgia universities and colleges are adequately preparing current students with key employability skills.
- Fifty-six percent of respondents believe that Georgia universities and colleges are adequately preparing current students with key technical skills.

Chart 3. Most Critical Areas of Teaching When Considering Needed Technical Skills

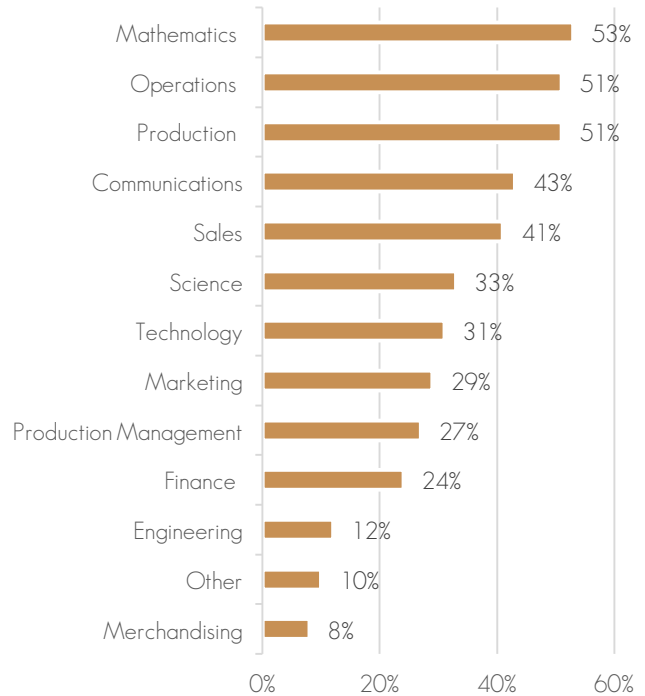
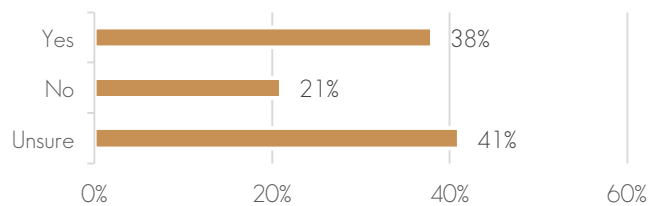


Chart 4. Are Georgia Post-Secondary Schools Preparing Students with Employability Skills?



** Not all percentages in this summary will total 100% where participants could select multiple responses or where rounding was utilized. The term “new graduate” describes individuals that have completed post-secondary education and are prepared for entry level roles.

Conclusion

This report shares details on the future talent needs in the state of Georgia for agricultural and related industry employers. Recurring themes are prevalent, particularly when considering production and operation type roles, functions and skills. This report can provide insight to be used by key stakeholders and academic partners to strategically plan educational programming that will meet future workforce demands and lead to a thriving talent pipeline. For further questions or further information, contact Associate Director of Georgia’s Rural Center, Scott Blount, sblount@abac.edu.

