

AG Careers.com

FOOD & AGRICULTURE CAREER GUIDE

2024/2025 | U.S. 18th EDITION ★

A PLACE FOR EVERYONE



INSIDE:

CAREER ADVICE
INDUSTRY INSIGHTS
EMPLOYERS HIRING

FEATURING:

How to Use AI in Your Job Search
Finding Mentorship in Your Career Journey
Avoiding Distractions and Focusing on the Job



WELCOME



KATHRYN DOAN

CVO, DIRECTOR,
AGCAREERS.COM

AGcareers.com

FOOD & AGRICULTURE CAREER GUIDE

1.800.929.8975

WWW.AGCAREERS.COM

AGCAREERS@AGCAREERS.COM

AgCareers.com is not responsible for any mistakes, misprints, or typographical errors.

AgCareers.com is diligent in checking all advertising copy for any errors, but no guarantee is given or implied by the publisher. © 2024
Published by Farms.com Ltd.

COVER PHOTOS: valentinrussanov/
iStock/Getty Images Plus, FatCamera/
iStock/Getty Images Plus, Andrey -
stock.adobe.com,

Empowering Careers in

Agriculture and Food: A Commitment to Community and Sustainability.

The global agricultural industry is a cornerstone of society, meeting essential needs worldwide. Within this diverse sector, many job opportunities exist for individuals from various backgrounds and experiences to carve out a meaningful career.

AgCareers.com, alongside our affiliated Talent Solutions brands, including FoodGrads, Advancing Women Conferences, Grasslands Recruitment Specialists and De Lacy Executive Recruitment, dedicates itself to supporting this dynamic industry, giving back to our communities, and fostering its future leaders.

Whether you're a student embarking on your educational journey, a recent graduate eager to enter the workforce, or an experienced professional seeking a new opportunity, AgCareers.com is your partner in success. Our commitment to enhancing career prospects has been unwavering for over twenty-five years.

The Food & Agriculture Career Guide, a cornerstone of our efforts, continues to evolve annually to reflect the changing landscape of job markets and trends. This comprehensive resource is vital for those exploring careers, education, or internships in the industry. It provides practical advice tailored to early careers, including resume tips, interview strategies, and insights into setting realistic salary expectations.

Building Sustainable Futures Through Collaboration.

AgCareers.com proudly showcases leading food and agricultural organizations in this publication. These employers actively seek new talent for internships and entry-level positions, contributing to the industry's growth and innovation. We constantly consider ways to collaborate with partners for career connections and development.

Empowering Tomorrow's Leaders.

With a team spanning North America and the globe, we unite to cultivate a robust talent pipeline to the industry. Through partnerships with educational institutions and industry stakeholders, we offer scholarships, internships, coops, and mentorship programs to empower aspiring professionals and equip them with the skills needed to thrive.

Our Passionate Team Making a Difference. At the core of AgCareers.com and the Talent Solutions brands is an enthusiastic team committed to making a difference. We actively support initiatives that foster growth, sustainability, and innovation in our industry. With expertise and advocacy, we empower future leaders through community outreach programs. Together, we strive to ensure the sector evolves and thrives.

Navigating Your Career Path. Explore our digital edition of the food & agriculture career guide at **www.AgCareers.com** for an enriched experience featuring online resources and direct links to employers actively hiring. Sign up for our Career Success Kit to receive exclusive content directly to your inbox, including videos and tools to boost your career readiness.

AgCareers.com supports you no matter where you are on your career journey. Explore our resources, connect with industry leaders, and take proactive steps toward a rewarding career.

Join Us in Shaping the Future. Together, we commit to nurturing talent and shaping a vibrant future for careers in agriculture and food worldwide.

Thanks for exploring our career guide and embarking on your lifelong journey with us. Let's cultivate success in agriculture and food together—join our AgCareers.com community today by signing up for our newsletter, following us on social networks, and applying for jobs for free!

ARTICLES

- 5** KEYWORDS: HOW TO USE & ADJUST FOR SUCCESS
- 9** USING ARTIFICIAL INTELLIGENCE IN YOUR JOB SEARCH
- 13** ANTICIPATING SHORTCOMINGS AND OVERCOMING OBJECTIONS
- 15** FINDING MENTORSHIP IN YOUR CAREER JOURNEY
- 18** EXPLAINING TOTAL COMPENSATION
- 21** HOW DO I KNOW WHAT CAREER IS RIGHT FOR ME?
- 23** FINDING YOUR PLACE: TIPS FOR DISCOVERING INCLUSIVE WORKPLACES
- 25** PREPARING FOR THE FUTURE: 10 TIPS FOR SUCCESS IN YOUR FIRST INTERNSHIP
- 28** HOW TECHNOLOGY IS IMPACTING THE FOOD & BEVERAGE INDUSTRY
- 31** AVOIDING DISTRACTIONS & FOCUSING ON THE JOB
- 33** BUILDING A POSITIVE PROFESSIONAL ONLINE PRESENCE
- 42** GETTING STARTED WITH AGCAREERS.COM

AGCAREERS.COM ★ U.S. TEAM

MEET THE TEAM



BONNIE JOHNSON
MARKETING &
COMMUNICATIONS MANAGER



MARY BAREFOOT
RESEARCH & INSIGHTS MANAGER



CLARA TAYLOR
DIGITAL MARKETING
COORDINATOR



MAGGIE EARLE-SEXTON
TALENT SOLUTIONS
SPECIALIST



KAILEY LARSEN
TALENT SOLUTIONS
SPECIALIST



KIMBERLY TORRES
TALENT SOLUTIONS
REPRESENTATIVE



KIM POTMAN
RELATIONSHIP DEVELOPMENT &
CUSTOMER CARE REPRESENTATIVE



KELSEY HUNT
RELATIONSHIP DEVELOPMENT &
CUSTOMER CARE REPRESENTATIVE



BRIAN CAIN
DIRECTOR OF IT

EMPLOYERS & EDUCATION

- 7** SENECA FOODS
- 8** BAYER
- 11** CLAAS OF AMERICA
- 12** SIMPLOT
- 14** HARTUNG BROTHERS INC.
- 16** GRIFFITH FOODS
- 17** AG PROCESSING INC.
- 20** NATIONAL FFA ORGANIZATION
- 22** LALLEMAND
- 24** PLANT PRODUCTS
- 27** AGRICULTURE FUTURE OF AMERICA
- 30** STINE SEED
- 32** BECK'S
- 35** KANSAS STATE UNIVERSITY
- 36** NEBRASKA COLLEGE OF TECHNICAL AGRICULTURE
- 37** VIRGINIA TECH
- 38** OREGON STATE UNIVERSITY
- 39** NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY
- 40** UNIVERSITY OF MOUNT OLIVE
- 41** WEST TEXAS A&M UNIVERSITY
- 43** DE LACY EXECUTIVE RECRUITMENT
- 44** FOODGRADS

SIGN UP FOR THE **AG**Careers.com

Career Success Kit

The Ultimate Career Guidance Resource

8 Pieces of Career Advice, Guidance & More

- Reducing Interview Stress
- Amp Up Your Career Exploration With AI
- Effective Networking
- Resume & Cover Letter 101
- Improving Communication
- How to Stand Out to Employers
- Cultivating Emotional Intelligence
- Tips to Improve Work-life Balance

THE FIRST 25 STUDENTS TO SIGN UP WILL BE ELIGIBLE FOR
A RESUME REVIEW FROM THE AGCAREERS.COM STAFF

**ENHANCE YOUR CAREER
WITH ADVICE SENT RIGHT
TO YOUR EMAIL!**

AgCareers.com | agcareers@agcareers.com

SIGN UP TODAY

[https://www.agcareers.com/
newsletter-signup.cfm](https://www.agcareers.com/newsletter-signup.cfm)



Keywords:

How to use them & adjust for success

by Clara Taylor, Digital Marketing Coordinator, AgCareers.com

If you have ever applied for a job, internship, co-op or gone to a career fair, odds are you have a resume on file. And if you don't, well, it is probably time to start one!

The job application process can sometimes seem intimidating. You have to find the jobs, apply, send in a resume and sometimes even a cover letter, have the interview, and so on. Well, sit back and relax because we are here to help you with all of that!

This article will break down resume keywords. Think of it as the survival guide for getting your polished, tailored resume on the hiring manager's desk.

OK, ready? Because here we go!

THE BREAKDOWN OF KEYWORDS

We hear "Make sure you have keywords in your resume" all the time. But what are these people even talking about? We all know general keywords, words we typically use to search for something in a search engine. For example, if you want to Google something, the odds are that you will type only part of the sentence or question. If you want a recipe for banana bread, you will probably type in "banana bread recipe." Not typically typing in "What are the ingredients for banana bread?" Keywords in a resume are like this, recruiters and ATS systems look for similarities between their job description and your resume.

Meredith Shepard, Recruitment Manager at De Lacy Executive Recruitment, brings a wealth of knowledge and experience to this topic. I had the privilege of sitting down with her to get her perspective and insights on resumes, specifically adding keywords.

"Keywords are critical. They are how you are pulled into a recruiter search and how you can break through the ATS system," Shepard explained."

WHAT IS AN ATS SYSTEM?

An ATS is an applicant tracking system. Many organizations use this type of electronic system for their recruitment efforts. This software helps sift through resumes and other criteria the recruiter has set up.

Your resume is often sent through an ATS system before it gets to an actual human. That is why you must implement keywords in your resume. Today, a large majority of recruiters and hiring managers are using some ATS for their recruitment efforts.

It is just a checklist – don't start getting nervous now. It is simple! Think of using keywords and aligning your resume with the job posting as a checklist.

ADJUSTING FOR SUCCESS

1. HAVE YOUR GENERAL RESUME SAVED

You must have a general or master resume saved to your computer. Check your resume occasionally to ensure it is up to date. This resume does not necessarily have to look super pretty, as you will never send this form of your resume, but use it as your base for building other tailored resumes. >>>



“I have a master resume today that goes back to my first job and has more bullets than I would ever use,” - Shepard.

2. ABSORB THE JOB DESCRIPTION

Now that you have found a job you want to apply for read through the job description, read it all, and read it carefully.

Note the qualifications / skills / experiences you have in common with what is already in the job description. Sometimes, the bullets at the top are most important to the employer. You want to ensure that your qualifications and skills in common with the job description are indeed in your resume.

EXPERT ADVICE: WORDS THAT STAND OUT.

It is also important to note that during this process, words/ skills that are listed in the job description more than once might be the most important. Keep that in mind when reading through the job posting.

3. TAILOR YOUR RESUME

Say I want to apply for a marketing position. In the job description, this position lists that they would like someone with experience in Canva, Hootsuite, Email Marketing, Adobe, and so on. Since I have experience in some of those, I will ensure my resume reflects my skills and experiences and meets their specific needs.

Keep in mind, if you can tell from the job description that it is vitally important that you have Canva experience, make sure that you list that skill/ experience towards the top and not bury it in the bottom half of your resume.

EXPERT ADVICE: USING DESCRIPTORS

Shepard advises making sure you consider the descriptors that will set you apart.

“Help me help you by making sure there are various words in your description,” Shepard explained.

Sometimes, the ATS system might not have been set up with the best attention to detail. Also, remember the skills/ experiences are not necessarily listed in the description but could be traits they are still looking for.

4. PERFECT IT AND MAKE IT LEGIT

Once you feel like you have gone through your resume and job description, make sure you are perfecting your resume. Double-check things like:

- Grammar/ Spelling
- Dates / Timeline
- Formatting / Consistency
- Contact information is up to date

Shepard also advised removing acronyms and assuming that the hiring manager will not know what the acronyms stand for on your resume. Break it down so it is easily understood.

EXPERT ADVICE: MAKE SURE YOUR RESUME REFLECTS YOUR ONLINE PROFILE

“When building out any type of online profile, it needs to be very similar to your resume,” Shepard explained. Recruiters may also search the internet for those keywords they implement in their ATS system.”

I always recommend having someone you trust review your resume, such as a mentor, friend, or family member.

5. SAVING YOUR RESUME

Make sure you save your resume correctly. You don't want to save it and send it as just “resume.” You must save it as a PDF with your first and last name:

Example: ClaraTaylor_Resume

You could even go a step further and put the company name you are applying for in the title of the saved resume:

Example: ClaraTaylor_ResumeAgCareers

Pay close attention and do not send that same resume, saved with a previous company name, to a recruiter at another company. In hindsight, you might not think this is a huge deal, but it shows recruiters/ hiring managers you need to pay more attention to detail.

By following these steps, I am confident they will provide you with a competitive edge in your job search. I encourage you to keep this checklist handy for your future job search!

AG



Farm Fresh Goodness Made Great
Visit careers.senecafoods.com



EOE/AA Disability/Vet



Be motivated.

Be Bayer.

We are Bayer.

One Company of Missions.

Missions, to help tackle the world's biggest challenges.

To help serve the most essential human needs of health and food.

United by science, these missions strive to make today,
tomorrow and the future, better.

Better, so people and planet can thrive.

Better, so everyone has the chance to live the best possible life.

Better, where health is for all, and hunger is for none.

Together, we can create a world that is better for everyone.

Bayer.

Science for Better.



Science for a **better life**

How to Use ARTIFICIAL INTELLIGENCE in Your Job Search

by Veronica Hislop, Content Creator and Podcast Host, FoodGrads

Finding your first job or internship can be challenging and overwhelming, especially when you're new to your career. Landing your first job can be difficult, as it isn't uncommon to encounter stiff competition.

However, with the latest technologies emerging within the artificial intelligence (AI) field, many opportunities exist to leverage these tools and help you stand out. This article will help you navigate using these tools while providing some factors you should consider.

WHAT DOES ARTIFICIAL INTELLIGENCE COVER?

Artificial Intelligence (AI) is a broad term that uses algorithms, machine learning, and related technologies to automate tasks that typically require human intelligence. AI is ubiquitous in our daily lives, from recommendation systems to facial recognition to banking. In the job-seeking world, for example, companies commonly use an applicant tracking system (ATS) to examine resumes, identify specific words and phrases, and rank them based on how well they match the job description. This information will help you tailor your resume.

HOW CAN YOU USE ARTIFICIAL INTELLIGENCE IN YOUR JOB SEARCH?

IDEA FORMATION

Looking for your first job can be challenging, especially for students unsure about which jobs are relevant to their degree. While plenty of resources are available to help you start your job search, such as AgCareers.com Career Profiles, it is often helpful to use AI tools

to identify effective keywords that can aid you in finding relevant roles within a specific industry.

You can use a large language AI model like ChatGPT to generate a prompt that asks for keywords you can use to search for jobs in a particular field. For instance, you could ask ChatGPT:

What keywords should I use on job search sites if I am looking for work in (industry), particularly in (specific interest)?

After you complete this prompt, ChatGPT should provide you with a list of keywords that you can use on job board websites such as AgCareers.com.

CONSIDERATIONS

While AI-generated career recommendations can offer helpful insights, verifying these recommendations with human judgment and your research is crucial. Consider AI recommendations as one factor in career exploration instead of conclusive decisions. Engage in conversations with mentors, career advisors, and industry professionals to give context to AI-

generated suggestions and to make well-informed decisions about your career path.

CREATE A RESUME

Bullet points are essential components of your resume. They help convey and highlight important information while making it easier for the hiring manager to read. For example, consider using bullet points in the education section to share additional information about courses taken or major projects performed when creating your resume.

ChatGPT can be used to craft compelling but also authentic bullet points for your resume. To do so, provide ChatGPT with specific responsibilities from your past jobs or internships and ask the tool to generate bullet points demonstrating your achievements and metrics.

Alternatively, you could provide it with some bullet points you have already created and ask it for ideas to improve on them or alternative points. >>>

What should you do if you are applying for your first job? If you have no work experience, you could prompt ChatGPT with:

What bullet points could I use on a resume if I am applying for a (position) with no work experience but currently am a student in (educational programs)?

ChatGPT should provide multiple examples that you can use on your resume. If you want to take this further, paste the job description of the position you are applying for into ChatGPT.

CONSIDERATIONS

Remember that ChatGPT isn't the only AI tool available to craft your resume. You can find specialized online services to help create or update your resume/cover letter. Because of the specialized nature of these services, you may discover responses of higher quality than ChatGPT. However, these services usually come at a cost, so keep this in mind.

Additionally, many of these tools are only as effective as the information that you provide. Before crafting your resume, take an inventory of experiences and skills you could build on, as this will help you better. Be careful with the information that you provide ChatGPT. It is an excellent practice to keep specific personal details out, as your contact details and transaction activities might be shared with affiliates, vendors and service providers, law enforcement, and parties involved in transactions.

CUSTOMIZING YOUR COVER LETTER

After you have completed your resume, it's time to write your cover letter. For some, the process may feel even more time-consuming than the resume itself. If you already have a basic cover letter, you could work through it and ask ChatGPT to provide sentence alternatives line by line. Alternatively, if you need inspiration, you could use the prompt:

Create a compelling cover letter for a [job title] for [company] that incorporates these experiences [provide a few job experience sentences] for a graduate [program]

You can run multiple iterations to see which versions you prefer. Once you find a version you like, rewrite the letter in a tone that matches yours and ensure that all the information is truthful. Once completed, edit the letter by copying and pasting the information into a document editor like Word or Google Docs and format everything correctly.

Grammarly is another service that has been around for a while but also uses AI. When finishing up your resume, insert it into Grammarly to proofread everything.

CONSIDERATIONS

Please keep in mind that even though ChatGPT can help you with prompts for writing cover letters, the actual work still needs to be done by you. It is important to remember that if you don't edit and personalize your letter, it may end up similar to other applicants' letters and might not accurately represent you. If you cannot

access paid services like Grammarly, contact your campus careers center for assistance.

PREPARING FOR INTERVIEWS

Another area where AI can be helpful is when preparing for job interviews. There are a lot of commonly asked questions you may encounter during a job interview. For a more comprehensive approach, you can provide ChatGPT with a job or internship description, which will generate interview questions tailored to that position.

Use these questions to determine if you feel confident in your response. If not, you can ask ChatGPT for sample answers. You can also share your experience to prompt ChatGPT to provide more relevant responses to a question.

Moreover, you can input your responses and request ChatGPT to provide feedback, which can help you refine your communication skills and build confidence as a candidate.

CONSIDERATIONS

It isn't just your verbal answers that help you get a job during an interview. There is also a human component, including the tone of your answers, body language, and how you act with the interviewer. AI-driven tools are meant to supplement your interview preparation, so engage in mock interviews with peers, mentors, or career advisors to receive personalized feedback and guidance. ChatGPT is open to everyone, but for more unique outputs, prompt the system with specific questions.

Every day, more and more tools are available for job seekers to help them in their job-seeking pursuits. As these tools become available, it is important to take the time to understand them and how they work. Understanding your boundaries and what you value as a service is also important. With a balanced combination of technology and ethical principles, you can navigate the job market with confidence and success. **AG**



Feed the World. Fuel your Career.

Become part of a thriving, international organization that employs over 12,000 people in over 140 countries worldwide. For over 100 years, CLAAS has contributed to feeding the world. The company embraces the latest technology and invests in the development of our CLAAS employees.

Opportunities are available in a wide variety of fields, from local manufacturing to experiences abroad. We offer company paid medical, dental and vision benefits, competitive wages, generous vacation packages, and 401(k) match.

See how you can become a member of our CLAAS Team! Learn more about our company at: www.claasofamerica.com

www.claas.jobs





We Contribute to Feeding Our World



careers.simplot.com

ANTICIPATING YOUR SHORTCOMINGS AND OVERCOMING OBJECTIONS

by Bonnie Johnson, Marketing & Communications Manager, AgCareers.com



Why apply for a job if you know the potential employer may doubt your qualifications? It's one of the most common dilemmas for students and entry-level job seekers: how do you secure a job without experience, and how do you gain experience without a job? It's the age-old question that has haunted every generation.

However, I encourage you to consider applying regardless—do not underestimate your value, and prepare to address any objections that may arise. Think of shortcomings as areas of opportunity!

"If you have familiarity with a job's required skill set, don't let your lack of experience deter you from applying. A company may pivot based on their candidate pool or may identify you for a different role," shares Emily Fullmer, Global Talent Program Manager, J.R. Simplot Company.

In fact, J.R. Simplot, the Company's founder, struck out on his own at age 14 set on becoming a farmer. While he had just an eighth-grade education, he had business instincts, curiosity, energy, and a drive to succeed. Where J.R.'s lack of experience (and young age) could have held him back, he succeeded by believing in himself, preparing for opportunities, and working hard to achieve his dreams.

PREPARATION

Addressing shortcomings requires research and preparation as you set out on your career path. First, you must be willing to self-reflect and admit you may have some weaknesses. Secondly, you need to investigate a particular job's requirements and work out your plan to overcome missing qualifications.

A section of this preparation is brainstorming your volunteer or club involvement, coursework, projects, and how these activities can relate to the job. All of these experiences involve teamwork, where everyone has a role to play.

"Are you the person typically leading, presenting, gathering data, or creating a social committee? Becoming self-aware of your strengths in a team environment allows you to articulate your job fit in an interview," added Fullmer. You may also have relevant coursework that can translate into experience. Your cover letter is an ideal spot to highlight your organizational involvement and classes to bulk up your qualifications.

THE INTERVIEW

You successfully passed stage one and have an interview booked. You know you are missing some of the required or preferred qualifications listed in the job description. How do you confidently go into the interview? It's prep time again!

Fullmer had a prime example of a candidate nailing the interview despite lacking some preferred qualifications. "When the panel of interviewers asked the candidate about their specific qualifications, the candidate was upfront and honest that they didn't currently have that qualification, but they had taken the time to research what they needed to do to gain those skills and

prepared to do so," said Emily. The panel in turn was able to share some training resources with the candidate. "The candidates' lack of skills became more of a conversation rather than a make or break," added Emily.

In this case, lack of qualifications allowed the candidate to showcase their resourcefulness, drive, and determination.

As you launch into your career, I encourage your curiosity, innovation, and commitment to lifelong learning! Transfer your thinking from a focus on shortcomings to a view of opportunity!

Reviewing a job description lets you quickly identify the qualifications you are missing. When encountering acronyms or certifications listed in a job posting that you're unfamiliar with, it's essential to research and understand their meanings to comprehend the job requirements better.

Abbreviations such as CCA, PMP, SHRM-CP, CDL, ServSafe...the list varies depending on the industry sector and career type. Even if you haven't earned those qualifications behind your signature, it's ideal to understand what they are before the interview.

Let's say you are applying for a job that lists CCA as a preferred qualification. Exploring the AgCareers.com Crop Advisor Career Profile and a simple online search will inform you that CCA is a Certified Crop Advisor and briefly explain what it entails. Then, if the interviewer asks if you have your CCA, you can honestly respond you don't but quickly follow up with your understanding of the Certified Crop Adviser designation, why it is valuable, and your plans for attaining it. **AG**



**Celebrating
50 Years
in the Industry**



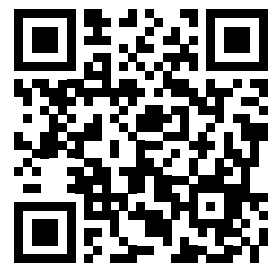
Developing Careers One Field at a Time.

Hartung Brothers, Inc. is a family-owned and operated agribusiness. We have been developing a wide range of solutions for agriculture's producers and processors alike since 1975. Hartung Brothers offers agriculture contracts for seed corn and cucumbers to farmers and processors.

Connect with Us:

608-829-6000

hartungbrothers.com/careers/



Finding Mentorship in Your Career Journey



by Katie Hunter, Talent Solutions Manager, AgCareers.com

Regardless of what phase of your career you are in a mentor can help you throughout your career journey.

“

A mentor is someone who sees more talent and ability within you than you see in yourself and helps bring it out of you.

– Bob Proctor

WHY SHOULD YOU CONSIDER FINDING A MENTOR?

As you enter your career, a mentor can be someone you lean on as you try to make decisions on your path. You may be deciding what industry sector you want to enter, what specific company to apply to, or even advice on setting off on the right foot in the industry.

A mentor can help you to make connections and give you advice, sometimes they might be someone who is in the same field as you are, for example, if you are looking to get into marketing and communications and are trying to figure out the best path, finding someone in a job that you think you'd

like to be in eventually could be a good person to connect with, they might have good insight as to how they got where they are and the steps you can take to get yourself there in your career.

A mentor can advise from an outside perspective and help you make life choices or decisions.

WHEN IS IT IMPORTANT FOR ME TO HAVE A MENTOR IN MY CAREER?

Throughout your career, your mentors might shift. When you graduate from college, you might have a professor, a 4-H leader, or an FFA teacher who was influential in your life and would mentor you, helping you find that first career.

Mid-career your needs in a mentor might change; you might know the path you want to take for your career but are looking for more opportunities to develop as a leader or fine-tune another skill, at that point, you might look to someone within your organization who could help give you advice about becoming a leader and growing your skillset. Or maybe you are looking for a way to volunteer and give back to your industry; perhaps they could advise you on different ways to get involved. There are many people inside and outside of the organization that you work at that you could look to be a mentor for you.

Later in your career, even though you have already gained a wealth of experience, you can still learn things from others. Learning on mentors and peers for advice can help you learn continually and grow. Perhaps as you enter those later career phases and have the knowledge to share, you could consider mentoring others to help develop young talent entering the industry and taking on a mentee of your own.

WHO WOULD BE A GOOD MENTOR?

Before looking for a mentor, consider those around you and in your circle who might be willing to mentor you.

You might already know someone in your community, in your place of work, or at your college who could be an excellent person to ask to mentor you. If you don't already have someone in mind who could be your mentor, some things you might want to consider in terms of what you are looking for are:

1. People in the industry you want to work in.
2. People with skills or qualities you admire and would like to have yourself someday.
3. Someone who works in a role you hope to work in eventually.
4. Someone willing to be a positive influence who has time and interest in helping you to succeed. >>>

HOW DO I FIND A MENTOR?

Sure, finding a mentor and someone to go to for advice sounds great, but what if I don't already have one? How would I go about finding one? For some, your mentor might be a professor you had that you really enjoyed, a club leader that you look up to, or perhaps even a senior student above you in your program or a recent alum who has gone down the career path you are looking to follow.

But what if a mentor isn't something you can easily find? What steps can you take to find a mentor if there isn't already someone in your world who has naturally become a mentor to you?

1. Get involved in industry. What part of the industry do you want to enter? Are you looking to work in the food and beverage industry? If so, attend industry events for the food and beverage industry employees or networking sessions put on by an industry organization. Are you looking to enter the plant science sector? Attend a farm show and meet

the people working the booths for crop science companies. There are industry events specific to the various sectors; find out what those events are, attend, and make connections.

2. Step out of your comfort zone. If you don't already know people in the industry, step out of your comfort zone and reach out to people in the industry who might be good mentors. Fine-tune your LinkedIn profile and use LinkedIn to search for people who are working in the field you want to get into and reach out, maybe they attended the same college as you or are from your same hometown; reach out and ask if they'd be willing to chat, many people happy to help someone excited about the industry.

3. Be respectful of your mentor's time. If you've found someone who would be happy to help be a mentor and help guide you, remember that they are likely busy and are doing this as a favor to you; perhaps ask them to connect for a video or phone call or even meet for coffee. If

they commit to a time, be sure you respect how much time they say they have available for you, be punctual, and come to the meeting prepared. If you want their advice on your resume, interviewing, or the next steps in your career, send them some questions and details ahead of time so that they can think about it and you don't waste their time when they are with you.

4. Be open to feedback and opportunities to learn. Remember that your mentor is generously giving you their time; when they share feedback with you, be sure to thank them and use that feedback to shift and grow!

Throughout your career, there will always be value in having a mentor, a person you can go to when looking for advice, or someone who can help you advance and grow. There is something valuable we can learn and gain from every interaction. Taking the time to learn from others will continue to benefit you throughout your entire career journey. **AG**



At Griffith Foods, we're more than just a company—we're a purpose-driven organization dedicated to blending care and creativity to nourish the world. You'll find more than just a job here; you'll discover a place where you can grow, thrive, and contribute to a better future.

Griffith
FOODS
*Creating Better Together*TM

Join our amazing team
and help us create
better together.

Learn more here





AGP[®]
Ag Processing Inc



Fields of opportunity await

Our people set us apart.
Find out where you belong at agp.com/careers





EXPLAINING TOTAL COMPENSATION:

A Guide For Employees In Agriculture & Food

by Kathryn Doan, CVO, Director, AgCareers.com

Discussions about salary and benefits are inevitable in the employment process. As an employee, it is essential to understand the entire compensation package during the job search process and throughout our entire career—not all compensation packages and extra perks are created equal.

In the whirlwind of a busy workplace, conversations about compensation often linger in the background, yet they hold significant weight for every employee, especially in the agriculture and food sectors. It's easy to overlook the intricacies of what constitutes our pay and benefits, but understanding the total compensation package is crucial for our financial well-being and job satisfaction.

Consider this scenario: A former staff member jumps ship for a new job promising higher pay, only to realize

later that they're actually earning less. It sounds perplexing, doesn't it? Surprisingly, such situations are more common than one might think. Not everyone possesses an innate affinity for numbers. Therefore, it's in your best interest to ensure that you have a comprehensive understanding of your compensation plans and fully recognize the extra perks you receive for being an employee with your organization.

Compensation encompasses far more than just a paycheck; it includes

numerous benefits and perks that add value to our work. By comprehending these components, we gain clarity and assurance about what we receive in return for our efforts.

When evaluating a comprehensive

compensation package, looking beyond the salary to the non-monetary perks is essential. We often focus on salary,

incentives, and benefits; however, studies show that non-monetary perks can have a longer-lasting impact on employees' motivation and satisfaction.

Non-monetary benefits, such as extra days off, team meals, health and wellness challenges, and volunteer days, can significantly contribute to a positive work environment. Keeping these perks simple ensures they are well-received and easily integrated into employees' schedules. Perks can motivate employees to deliver high-quality work and reinforce their perception of fairness and equity within the organization.

So, what motivates you as an employee? Communicating our needs and preferences to our employers is essential, fostering a collaborative environment where our voices are heard. Ask your employer if there are parts of your compensation package you need help understanding.

Share your opinion on whether there are other perks and benefits that you would find valuable to have as an employee. Perhaps it's an idea your employer hadn't thought of that could add value to the team and keep the team positive and motivated. >>>

EMPLOYEE BENEFITS IN THE U.S. AGRICULTURE & FOOD INDUSTRY

Better benefits are one of the top steps U.S. agriculture and food employers use to compete against other employers and a more common strategy than higher compensation. Employers also utilize additional benefits and perks to retain staff and keep them motivated.

-AgCareers.com HR Review, U.S. Edition

Here are some additional insights into why understanding your total compensation package is vital:

ENHANCED JOB SATISFACTION

When we understand the value of our compensation package, we're more likely to feel satisfied and fulfilled in our roles. Knowing that we're being fairly compensated for our work fosters a sense of appreciation and recognition within the organization.

IMPROVED TRUST AND TRANSPARENCY

Employers who take the time to explain benefits and perks demonstrate a commitment to transparency and fairness. This communication fosters trust between employees and management and creates a positive

work culture where everyone feels valued and respected.

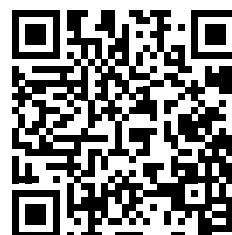
OPPORTUNITIES FOR GROWTH

Understanding our compensation package opens opportunities for growth and advancement within the organization. By knowing what we're entitled to, we can advocate for ourselves and negotiate for better terms when the time comes.

Knowing the full scope of our compensation package goes far beyond just our salary. It includes benefits, bonuses, retirement plans, stock options, and other non-monetary perks. This information helps give us a clear picture of our financial situation and allows us to make more informed budgeting decisions, saving for the future, and investing.

To effectively plan a career, you must ensure your compensation aligns with your career goals and current and future aspirations. This is essential for our financial well-being and job satisfaction. By decoding our pay and benefits, we empower ourselves to make informed career decisions and advocate for our needs within the organization.

You'll find more helpful tips for understanding salary and your total compensation in the AgCareers.com online Career Success Library. **AG**



A TOTAL COMPENSATION CASE STUDY

Meet Brynn, a passionate software developer at Reid Grant Holdings, an agricultural technology company dedicated to advancing precision farming. As Brynn delves into her role, she realizes the importance of comprehending her total compensation package, which consists of various elements crucial to her financial stability and career growth.

1. **Base Salary:** Brynn's base salary forms the cornerstone of her compensation package. Understanding the intricacies of her salary allows her to gauge her financial stability and effectively plan for her future expenses and financial goals.
2. **Performance-Based Bonuses:** Beyond her base salary, Brynn may have opportunities to earn performance-based bonuses tied to the success of her projects or the company's overall performance. By grasping the potential for these bonuses, Brynn feels motivated to excel in her work, knowing that her efforts can directly impact her financial rewards.
3. **Stock Options:** Reid Grant Holdings offers stock options as part of its compensation package, providing employees like Brynn with a stake in the company's growth and success. Understanding the value and potential of these stock options enables her to make informed decisions about her long-term financial planning and investment strategies.
4. **Comprehensive Benefits:** Brynn's total compensation package includes a range of benefits, such as health insurance, a retirement plan, and paid time off. By understanding the details of these benefits, Brynn can access essential healthcare coverage, plan for her retirement, and maintain a healthy work-life balance, enhancing her overall well-being.
5. **Professional Development Opportunities:** Reid Grant Holdings invests in its employees' growth by offering various professional development opportunities, including training programs, conferences, and tuition reimbursement. Recognizing the value of these opportunities, Brynn actively engages in skill-building activities, enhancing her expertise and advancing her career within the company.

By understanding her total compensation package, Brynn can make informed decisions about her career trajectory and financial future. It empowers her to maximize the value of her employment at Reid Grant Holdings and thrive as a software developer dedicated to revolutionizing agriculture through technology.



DISCOVER EVERY OPPORTUNITY

AgExplorer is a robust, comprehensive career resource to help you explore the broad range of careers within agriculture. With over 320 careers to explore, find the one that best matches you with MyCareer Quiz; interactive Virtual Field Trips; industry career interviews; and more!



How Do I Know What Career is Right for Me?

Finding Your Future in Agriculture

by Nicole Ward Beckley, Writer, National FFA Organization

Do you like to build things? Are you someone who enjoys giving speeches and presentations? Is your goal to work with animals? What are your goals for continuing education throughout life?

When searching for the perfect career, there are an overwhelming number of ways to go about it. A quick online search results in countless tests and quizzes, advice blogs, expert tips, and books and manuals promising to help. The quest can be a bit like the fable of Goldilocks's trying out everything at the three bears' home: some too big, some too small, but you keep trying, hoping you find the one that's just right.

Determining your career is a highly personal journey with no one-size-fits-all route. Finding just the right intersection of answers to "What do I like to do?" and "What am I good at?" and "What do I value?" can be daunting.

Fortunately, for those looking to discover career, education, and job opportunities in agriculture and food, there are industry-specific resources that focus your search and guide you to take the next steps in determining what path is best for you.

The National FFA Organization—which prepares its members for leadership and careers in the science, business, and technology of agriculture—provides an online resource called AgExplorer.

AgExplorer is committed to helping you find your future in agriculture and is free for anyone to use. With more than 300 careers ranging in focus areas from agribusiness systems to sustainability systems, AgExplorer offers in-depth views into job descriptions, salary information, and necessary skills.

"AgExplorer and the MyCareer Quiz allow individuals to discover careers they did not know existed in the agricultural industry," said Megan McGrady, Senior Education Consultant (manager of the education development team) at the National FFA Organization.

A key component of AgExplorer is its custom, interactive experience. Through MyCareer Quiz, not only do you respond to discerning questions, but also the results show more than just career suggestions based on your answers.

MyCareer Quiz walks you through 16 questions ranging from "How interesting does each career route sound?" to "How would you like to make a living?"

Through MyCareer Quiz," McGrady explained, "individuals will be able to hone in on careers that match their interests and skills, allowing them to find careers that may be perfect for them."

Several questions gauge your interest in diverse topics and your satisfaction involving a range of activities. One question asks what is most important to you when you think about your future.

The quiz ranks whether you prefer working alone or in groups, whether you wish to work outdoors or inside, what topics interest you, such as STEM research, business, creativity, and wellness. Other considerations include how much time you want to spend working, and your preference for working remotely, entirely at a workplace, or on a hybrid basis.

At the end of the quiz, you get your top four career matches based on your responses and the percentage to which you match them. You can then choose what you want to learn more

about. Additionally, you obtain a further selection of career matches and the opportunity to explore those. You can have your results emailed to save the list for further reference and discovery.

Furthermore, AgExplorer takes you on a deep dive into the careers MyCareer Quiz produces for you. Your results will help you to find out what level of education is required. Learn the expected salary, future job market projection, and typical employers. You will also see a list of responsibilities and peruse real-time open job listings related to the career.

McGrady recommends the AgExplorer Virtual Field Trips and the video center as great resources to learn more about careers at various agricultural companies.

"Virtual Field Trips go behind the scenes at several agricultural companies to be able to learn about different careers. The video center is full of interviews with professionals in the industry. In the videos they will discuss their career and how they arrived at that job," she said.

With help from the National FFA Organization's AgExplorer and MyCareer Quiz, powered by career insights and job listings from AgCareers.com, you'll be prepared for the next steps to get even closer to your desired profession. Finding your future career in agriculture is no longer just a dream or a fairy tale — it's a real possibility. **AG**

Learn more through AgExplorer and take the MyCareer Quiz





BUILD YOUR FUTURE WITH US

Contribute to sustainable agriculture with microbial solutions.

ARE YOU READY TO JOIN?

LallemandPlantCare.com/Careers

Microbial by nature

LALLEMAND

FINDING YOUR PLACE

TIPS FOR DISCOVERING INCLUSIVE WORKPLACES



by Bonnie Johnson, Marketing & Communications Manager, AgCareers.com

It's tough to find something we can all agree upon. However, it's hard to argue with this statement: We all want to feel respected, valued, comfortable, and welcome in our workplace. That is likely a shared foundation we can build on!

Employees and employers find an inclusive work environment leads to higher productivity, increased job satisfaction, improved workplace relationships, and improved health and well-being outcomes for employees. Agricultural and food employers also know that diversity and inclusivity programs help them compete against other employers for talent and attract recent graduates to their organization.

Both candidates and employers attempt to impress each other in the interview and recruiting process. So,

how do you really tell if you'll fit in at the organization? Will you feel comfortable and able to bring your true self to work? Will you belong?

I spoke with Dr. Bill Hendrix, Interim Executive Director for Together We Grow about locating an inclusive workplace. Hendrix suggested that you begin finding your fit by leveraging your network. "Start making connections through professional societies or internships," suggested Hendrix.

"Each company has a 'personality' just like a human, and there's nothing right or wrong about that," shared Hendrix. "Find an organization whose personality is a fit with yours, and you'll both be better for it," added Hendrix. Your network and group involvement will often provide exposure to different

potential employers and opportunities to assess companies' personalities.

RANKINGS & BENCHMARKS

Another effective strategy is to consider external indicators, such as ranking guides and benchmark awards. Has an external organization recognized the employer for their DEI initiatives? This recognition can be a powerful indicator of the company's commitment to these values. Here are a few ranking guides and benchmark awards to explore:

Employment Benchmarks:

- Great Places to Work
- Top Workplaces
- Glassdoor >>>



Dr. Bill Hendrix,
Interim Executive Director,
Together We Grow

Together We Grow is a consortium of some of the world's largest agribusiness and food interests focused on building the workforce of tomorrow and ensuring that the workforce is skilled, diverse, and inclusive. Previously, Bill concluded a 32-year career in the agricultural industry while also serving on boards for the Cultivating Change Foundation, AFA's Executive Ambassador Program, FFA's President's Advisory Board, among many other volunteer commitments.

Bill has testified before Congress twice on workplace equality and was recognized by Out and Equal with the prestigious Trailblazer for Workplace Equality award in 2010 and as GLBT Scientist of the Year in 2011 by the National Organization for Gay and Lesbian Scientists and Technical Professionals.

Bill's passion is increasing student opportunities in STEM and working to ensure that diverse voices are represented within this conversation.

Community Benchmarks:

- HRC Corporate Equality Index
- Forbes Best Employers for Women
- Forbes Best Employers for Diversity
- America's Greatest Workplaces for Diversity
- Fortune's Best Workplaces for Women
- Essence 10 Best Workplaces for African Americans

Even if an employer is absent from a top list, they can still be inclusive and welcoming. Typically, these ranking lists feature larger corporations, but small companies may also foster a welcoming environment that you can evaluate in other ways.

OTHER STEPS TO ASSESS EMPLOYERS

Once you've identified a potential employer, you can better assess them through their company website. "The first place to look is if they have a space dedicated to D.E.I. on their website,"

noted Hendrix. Look for a mention of Employee Resource Groups (ERGs) and Diversity Councils. "It's also important that these groups have a voice back to management, too," added Hendrix.

You'll often find DEI information in corporations' sustainability report. "Look for statistics, percentages, and metrics—these real numbers indicate that the organization is much further on in its diversity journey," advised Hendrix.

For corporations, it's crucial to verify their EEOC (Equal Employment Opportunity Commission) and diversity statements. These provide legal and official information about the company's diversity practices. Also, consider their visibility within the local community and support of parity issues, additional indicators of their commitment to diversity and inclusivity.

Remember you are also interviewing the company during the interview

process. If you're worried about getting a job and finding the right fit, there are other opportunities out there. Seek a place where you are fully accepted.

“

Be the change you want to see in the world

– Mahatma Gandhi

Alternatively, if you find yourself with an organization that is still developing an inclusion initiative or doesn't even have one, you can get involved and make a real impact! There's a place for everyone in agriculture.

Start searching for your perfect spot today at AgCareers.com. **AG**



PLANTPRODUCTS®

When Career Aligns With Passion!

Specializing in the horticulture sector, Plant Products offers a diverse array of customized inputs for greenhouses and turf. Our forte lies in integrated pest management (IPM) solutions, bolstered by dedicated technical representatives who offer expert guidance to growers. Join our vibrant team, where a warm and friendly culture fosters mutual growth and support.

What we provide

- Competitive salaries
- Paths for career progression
- Comprehensive benefits, including medical/dental coverage and RRSP
- Discretionary bonus potential
- Opportunities for professional learning and development



PlantProducts.com

The Plant Products logo is a registered trademark of Plant Products. © 2024 Plant Products.



PREPARING FOR THE FUTURE:

10 TIPS FOR SUCCESS IN YOUR FIRST INTERNSHIP

by Braeden Coon, Content Marketing Manager, Agriculture Future of America

Like jumping off the high dive, embarking on your first internship is both thrilling and nerve-wracking. It's a pivotal moment to apply classroom knowledge to real-world scenarios, gain practical experience, and forge meaningful connections. But, navigating an internship requires more than just technical ability. Here are ten tips to help navigate these waters and have success in your first internship:

#1 SET CLEAR AND MEASURABLE GOALS

Before embarking on your internship, define your goals. Whether they involve mastering new skills, expanding your professional network, or even securing a job offer, having clear and measurable goals will serve as your guiding light, keeping you focused and motivated throughout your internship journey.

Let's look at how you can easily outline your goals with a few steps:

1. Reflect on the roles and responsibilities outlined in your job description.
2. Think about why you accepted this specific offer.
3. Consider what areas you feel you need the most work on.
4. Create a system for measuring what you consider success.

#2 BE PROACTIVE AND SEIZE OPPORTUNITIES

Don't wait for tasks to come to you. Seek out opportunities to contribute and showcase your skills. Volunteer for projects, ask questions and help colleagues. Demonstrate your enthusiasm and initiative, positioning you as an asset to your team.

Let's look at a real-life example:

Sarah is interning at a marketing and digital advertising agency. Despite her busy schedule, she made a conscious effort to approach every task with a hunger for knowledge.

In addition to her assigned tasks, Sarah looked for opportunities outside of her responsibilities. She volunteers to help the graphic design team with social media graphics for a campaign, even though she has limited design experience. By working with experienced designers, getting feedback, and trying new techniques, she expanded her skill set and gained valuable insights into the creative process.

#3 EMBRACE A LIFELONG LEARNING MINDSET

Approach tasks with a hunger for knowledge and growth. Even mundane or daunting tasks present opportunities for skill development and advancement. Have a positive attitude and be willing to learn from every experience, no matter how small.

Let's check in with Sarah: One day, she was assigned the mundane task of updating client contact information in a database. Some might view this task as tedious; Sarah saw the opportunity to enhance her data management skills. Instead of just updating the information as instructed, she researched best practices for data organization and efficiency. Through online courses and tutorials, she learned advanced techniques for data cleaning, deduplication, and validation.

Applying her research, Sarah found inconsistencies in the existing data. She addressed them by cross-referencing multiple sources and contacted sources for updated information. Her attention to detail improved the database's quality

and earned her supervisor's praise.

#4 MASTER THE ART OF EFFECTIVE COMMUNICATION

Clear and concise communication is the cornerstone of success in any workplace. Be articulate, professional, and proactive interacting with colleagues and supervisors. Don't hesitate to seek clarification when needed, and always keep your team informed of your progress and any potential roadblocks.

BONUS: Before asking a question, use resources like Google to find answers independently. Your supervisor may appreciate your initiative, and you might even find the solution independently.

#5 SEEK AND EMBRACE FEEDBACK

Actively seek feedback on your performance throughout your internship. Constructive criticism offers invaluable insights into areas for improvement and helps you track your progress toward achieving your goals. Be open-minded and receptive to feedback, using it as a growth and professional development catalyst.

Remember Sarah's internship with the graphic design team? Even though she had no experience, the team trusted her to create graphics. They were also willing to use what she made with one major concession: her work had to be edited with their feedback.

Instead of fearing the red ink and feeling like she was not good enough, Sarah used the feedback to improve her work. Sarah had a mindset about red ink: the more red ink, the more the editor cares. She continued to >>>

embrace the graphic team's feedback, and eventually, her work was published on the company's official social sites.

#6 DEMONSTRATE RELIABILITY AND ACCOUNTABILITY

Consistently deliver high-quality work on time and take ownership of your responsibilities. Meet deadlines, follow through on commitments, and communicate openly and transparently with your team. Your reliability and accountability will earn you the trust and respect of your colleagues and supervisors.

#7 BUILD MEANINGFUL RELATIONSHIPS

Invest time and effort in networking and building relationships with your colleagues, supervisors, and industry professionals. Attend company events, engage in team-building activities, and proactively seek mentorship opportunities. A strong professional network can open doors to future career prospects and provide invaluable guidance and support along the way.

During her work with the graphic design team, Sarah built a close working relationship with one of the designers. He was very talented and was one of the company's go-to creators for social media. Sarah really trusted him and found his edits the most helpful when designing. He also gave her recommendations for resources and other information to strengthen her skills.

At the end of her internship, the colleague offered to be a mentor and resource going forward. Now, they catch up once a month and have discussed her returning to the company to work on his team full-time.

#8 STAY ADAPTABLE AND EMBRACE CHANGE

Flexibility is key in the dynamic landscape of internships. Be prepared to adapt to shifting priorities, evolving tasks, and unforeseen challenges with grace and resilience. Approach

change with a positive attitude and a willingness to learn and grow from every experience.

#9 TAKE INITIATIVE AND GO ABOVE AND BEYOND

Don't be afraid to go the extra mile and take initiative in your role. Look for opportunities to innovate, propose new ideas, and tackle challenges head-on. By showing initiative and a proactive mindset, you'll distinguish yourself as an asset to your team and leave a lasting impression on your supervisors.

#10 REFLECT, LEARN AND GROW

Finally, take the time to reflect on your internship experience and glean valuable insights from your successes and failures alike. What did you learn? What could you have done differently? Use this self-reflection as a springboard for continuous learning and growth, both personally and professionally.

Let's look at some processes for how you can reflect on your internship:

1. **Gather Materials:** Collect any relevant materials from your internship, such as project reports, feedback from supervisors, notes, or emails.
 2. **Review Goals:** Recall the goals you set at the beginning of your internship. Consider what you hoped to learn, achieve, or improve upon during the experience.
 3. **Journaling or Note-taking:** Start by jotting down your thoughts, feelings, and experiences during the internship. Consider using prompts such as:
 - a. *What were the highlights of my internship experience?*
 - b. *What challenges did I face, and how did I overcome them?*
 - c. *What skills did I develop or enhance?*
 - d. *Did my internship align with my career goals and interests?*
 - e. *What feedback did I receive from supervisors or colleagues, and how did I respond to it?*
4. **Name Accomplishments:** List and celebrate your accomplishments during the internship. This could include completing projects, gaining new skills, receiving positive feedback, or contributing to the team.
 5. **Evaluate Challenges:** Reflect on the challenges you met and how you handled them. Consider what you could have done differently and what you learned from these experiences.
 6. **Assess Skill Development:** Evaluate the skills you developed or improved upon during the internship. This could include technical skills, communication skills, time management, or teamwork.
 7. **Connect with Career Goals:** Reflect on how the internship experience aligns with your career goals and aspirations. Consider whether it confirmed your interests, offered valuable insights, or influenced your future career path.
 8. **Set Future Goals:** Based on your reflections, find areas for further development or goals for future internships or career opportunities.
 9. **Action Plan:** Develop an action plan outlining steps you can take to build on your strengths and address areas for improvement found during the reflection process.
 10. **Follow-up and Review:** Periodically revisit your reflections and action plan to track your progress and adjust as needed. Use this process as a continuous tool for personal and professional growth.

By incorporating these ten essential tips into your internship journey, you'll make the most of your experience and lay a solid foundation for future career success. Remember to stay positive, stay focused, and embrace every opportunity for growth and learning that comes your way. Your internship is just the beginning of an exciting and fulfilling professional journey ahead. **AG**



EMPOWERING YOUNG LEADERS

PROFESSIONAL DEVELOPMENT | SCHOLARSHIPS | INDUSTRY CONNECTIONS



816-472-4232 | agfuture.org | marketing@agfuture.org

HOW TECHNOLOGY IS IMPACTING THE FOOD & BEVERAGE INDUSTRY

by Nicole Gallace, Talent Solutions Manager, FoodGrads

Technology significantly impacts food and beverage processing careers, leading professionals to adapt, learn new skills, and continuously learn to remain competitive and effective in their roles.

It's important to note that this does not mean fewer jobs available to people—but it does mean the more repetitive and manual tasks (that are hard to recruit for anyway) will be a thing of the past in many organizations. New technologies have the potential to drive growth, innovation, and competitiveness in the industry while creating new opportunities for skilled workers.

Here's how individuals are responding to how technology is influencing careers:

AUTOMATION AND ROBOTICS

Automation and robotics are increasingly used in food and beverage processing plants to streamline operations, improve efficiency, and ensure consistent product quality. Professionals in this field are learning to operate and maintain automated systems and troubleshoot issues that arise. They may also need to develop programming and robotics skills to work with advanced automation technologies.

Check out FoodGrads podcast episode 81 to hear a conversation

with Harjeet, President and CEO of Savormetrics, to learn how he harnesses the power of AI, sensors, and engineering to improve food safety and reduce food waste.

“

So if there was something I could do with technology that also made a social impact, that was something that always drove me.

– Harjeet Bajaj
President & CEO, Savormetrics



DATA ANALYTICS AND IOT (INTERNET OF THINGS)

IoT sensors and data analytics are being integrated into food processing equipment to monitor real-time parameters such as temperature,

humidity, and pressure. Professionals are learning to leverage data analytics tools to optimize processing parameters, predict equipment failures, and improve efficiency. They may also need to understand cybersecurity measures to protect sensitive data.

Evonne Chan, Food, Grocery and Nutrition Data Analyst from Pinto, shares her experience in turning a side gig into a full-time job in data analytics. >>>

“

I would challenge them (students) to think about all the other ways they could be in the food industry, but be in a role that you really enjoy. For me, that was data!

– Evonne Chan
Food, Grocery & Nutrition
Data Analyst, Pinto



FOOD SAFETY AND QUALITY ASSURANCE TECHNOLOGIES

Technology plays a crucial role in ensuring food safety and quality throughout the processing chain. Professionals are adopting advanced technologies such as spectroscopy, DNA sequencing, and rapid testing methods to detect contaminants, allergens, and pathogens in food products. They are also upskilling in food safety regulations and quality management systems to ensure compliance with industry standards.

SUSTAINABLE PROCESSING PRACTICES

Technology is driving innovation in sustainable processing practices, including waste reduction, energy efficiency, and water conservation. Professionals are learning about renewable energy systems, waste recovery technologies, and water recycling methods to minimize environmental impact. They may also need to acquire knowledge in sustainable sourcing and green certifications to meet consumer demands for eco-friendly products.

Hear from Rebecca on episode 76 of the FoodGrads podcast. She talks about her role as Chief Marketing Officer with Terra Bioindustries. This Canadian start-up helps create a more circular economy with existing supply chains. Terra Bioindustries makes highly sustainable products for the food, fermentation, and chemical waste industries while lowering food waste.

“

If you're a student and you want to help save the world but don't know how, then reach out to that innovation hub, reach out to the accelerator platform for your city or your university, and say, "Hey, I'm interested in these areas. I have this background or I have these skills. I would love to see if there's a business, I could maybe help.

*- Rebecca Bradley
Chief Marketing Officer,
Terra Bioindustries*



PACKAGING TECHNOLOGIES

Advances in packaging technologies, such as intelligent packaging, active packaging, and barrier materials, are transforming how food and beverage products are packaged and preserved. Professionals in packaging engineering and design are learning to incorporate these technologies to enhance product shelf-life, freshness, and safety. They are also upskilling in sustainable

packaging solutions to reduce plastic waste and environmental footprint.

REGULATORY COMPLIANCE & FOOD SAFETY STANDARDS

As technology evolves, so do regulatory requirements and food safety standards.

Food and beverage processing professionals must stay updated on the latest regulations and standards regarding food safety, labeling, and sanitation. Continuous learning and professional development are essential to ensure compliance with changing regulatory landscapes.

Overall, technology is revolutionizing food and beverage processing careers, requiring professionals to adapt, upskill, and engage in continuous learning to thrive in this dynamic industry. Embracing technological advancements and staying ahead of the curve is critical to success in this rapidly evolving field.

Be sure to check out all the episodes of the FoodGrads Podcast to learn about the passionate people in the food & beverage industry, why they chose their career path, and be inspired by their unique stories.

Due to technological advancements and innovation, there has never been a more exciting time to join the food and beverage industry! **AG**

FoodGrads

**TO LEARN MORE ABOUT CAREERS IN
THE FOOD & BEVERAGE INDUSTRY
VISIT [FOODGRADS.COM](https://foodgrads.com)**



WORK
WITH STINE.

YOUR TERRITORY, YOUR WAY.

ARE YOU READY TO BE A PART OF SOMETHING BIGGER?
THE MOST RESPECTED SEED COMPANY IN THE INDUSTRY
NEEDS YOU.

Stine® is experiencing rapid growth across the country. To meet this demand, we are seeking several new sales and agronomy experts to join our team. As a representative of Stine, you'll have the freedom to run your own business while representing a company that's been at the forefront of agricultural innovation for over four generations. Work YOUR TERRITORY, YOUR WAY with support from a trusted partner.

OUR IDEAL CANDIDATE IS SOMEONE WHO:

- Has a passion for agriculture.
- Appreciates having the opportunity to deliver top-tier solutions to customers.
- Has the desire to represent a growing national brand.
- Wants flexibility but with the support of a successful organization.



READY TO TAKE CONTROL OF YOUR FUTURE?

Apply today or continue reading for opportunity details.



STINE HAS YIELD | StineSeed.com



by Sydney Mohr, Digital Communications & Events Coordinator, Talent Solutions Team

In the fast-paced world of agriculture and food, staying focused on the job is crucial for success. Distractions can hinder productivity and impact the quality of work, ultimately affecting the overall performance of individuals and teams. In this article, we'll explore effective strategies to avoid distractions and enhance your ability to stay focused on the job.

1. CREATE A DISTRACTION-FREE WORKSPACE

Imagine your workspace as your own bubble. You have to create a workspace that fosters concentration and productivity. Start by organizing your workspace to minimize potential distractions. Remove unnecessary items, keep your desk clutter-free, and ensure you have all the tools and resources you need within easy reach of your workspace. This simple step can create a conducive environment for concentration and productivity.

2. PRIORITIZE TASKS AND ESTABLISH CLEAR GOALS

Work tasks can pile up quickly, and it becomes easy to get overwhelmed and not know which tasks to start. Develop a daily or weekly schedule that

prioritizes tasks based on importance and deadlines to help organize your work. Break down larger projects into smaller, manageable tasks and tackle them individually. An example of how to help prioritize your tasks is to make daily or weekly to-do lists or set calendar reminders throughout the week. This approach helps maintain focus by avoiding overwhelming workloads. It can also help you prioritize tasks and establish goals. Establishing clear and specific goals provides a roadmap for your work. Staying on track and resisting distractions becomes easier when you have a clear vision of what you must accomplish.

3. USE TIME MANAGEMENT TECHNIQUES

Time management is crucial for staying focused at work. Effective

time management skills can help you structure your workday, allocate time efficiently, and maintain a balance between focused work and short breaks. One effective approach to managing your time is to work in dedicated time blocks. Allocate specific times during your day to focus on your tasks and responsibilities. This way, you can ensure that you have designated time periods entirely devoted to completing the work that needs to be done.

4. SILENCE NOTIFICATIONS

Mobile phones, email notifications, and social media alerts can be major sources of distraction. It's recommended to silence non-essential notifications during work hours. Alternatively, schedule specific times to check messages to stay >>>

connected without compromising your focus. One example that you can do is turn your phone on 'do not disturb.' This feature is great because you can select specific apps and people who can still notify you but silence all unnecessary notifications you do not want during your workday.

5. ESTABLISH BOUNDARIES

Clearly communicate your working hours and boundaries to colleagues, friends, and family. It is easy to get caught up in a long conversation with a coworker or receive a bunch of messages from friends and family that you feel you need to respond to. To help with this, let them know when you are not available for non-urgent matters. Setting boundaries helps to create a supportive environment that respects your dedication to maintaining focus during work hours.

6. CONTINUOUS LEARNING AND SKILL DEVELOPMENT

Stay engaged in your career by consistently updating your skills and knowledge. This proactive approach not only enhances your expertise but also keeps you motivated and focused on your professional growth. The more you care about your work, the more motivated and engaged you will feel.

“

Distractions can hinder productivity and impact the quality of work.

7. PRIORITIZE BREAKS AND PHYSICAL ACTIVITY

Taking regular breaks is essential for maintaining focus and preventing burnout. If you sit working all day, your brain will tire of doing the same thing. Incorporate short breaks into your work routine and consider engaging in physical activities to refresh your mind. Taking a moment each day to unplug from work stress will allow you to get back to focusing on your tasks.

In the dynamic field of agriculture and food, mastering the art of focus is a valuable skill that can elevate your career. By creating a distraction-free environment, setting clear goals, and implementing effective time management strategies, you can enhance your ability to stay focused and excel. Remember, a focused mind is a powerful tool in achieving success at work! **AG**



PART OF OUR TEAM, PART OF OUR FAMILY.

Beck's, the third-largest seed brand in the U.S., has paid internships and part-time/full-time career opportunities in multiple states across the Midwest and portions of the Mid-South. Benefits include competitive pay, career development, and free lunch. Full-time employees are eligible for 401K and Pension.

OPPORTUNITIES INCLUDE:

Research, Production, Practical Farm Research (PFR)®, Sales, Technology, Business Operations, and Many More!



BUILDING A POSITIVE PROFESSIONAL ONLINE PRESENCE:

AgCareers.com, LinkedIn, Social Networks & Personal Websites



by Paula West, Digital Experience Project Manager, AgCareers.com

The arrival of social media and online networking platforms has transformed how professionals present themselves to the world for some time now. There are many written and unwritten rules for building a professional presence. The most important one is to remember that a positive online presence can go beyond a well-crafted resume; it involves managing one's reputation, engaging with relevant communities, and leveraging digital platforms for career growth. As individuals and businesses continue to rely on the internet for networking and information-sharing, the importance of curating a favorable digital image cannot be overstated.

Review how you choose to be online and ensure that your use of these platforms appropriately presents yourself to the audience you want to attract. When building your professional accounts, ensure that you utilize a photo that represents an image you want your future employer to connect with. Profiles with professional photos receive more views and are best received on LinkedIn. You should also use this photo when representing your school or employer. Wearing your favorite t-shirt and beanie is an example of what not to wear.

Most platforms provide space for a headline or a bio. Remember the audience you are speaking to when writing your headline or bio. LinkedIn headlines are often hugely different from personal Instagram bios. When

discussing your professional career, even if it is just the beginning, use confident, professional language to ensure that your message is factual.

When you create your AgCareers.com profile, there is a text box for your career objective. This is a spot to put a statement defining your career goals. A good statement is, "I seek challenging opportunities where I can fully use my skills for the organization's success." A weak statement reads, "to obtain a full-time job." You can include specific skills related to your education or experience, make them your own, and ensure they are truthful.

“

The importance of curating a favorable digital image cannot be overstated.

If you want to make digital professional connections, choose the right social media platform. The platform you use to game and connect with your friends will look different from the one you use to apply for work or grow your professional network. Remember that what you post on these other platforms may differ from the image you want to convey professionally. Remember, it is likely accessible to the person making

the hiring decisions, and the information found could be used as a critical factor in who they want to bring on as a team member. Believe me, companies are checking Instagram, YouTube, and public Discord chats.

Engaging in online communities, forums, and groups fosters connections and demonstrates expertise. You can start by participating in chats on Discord with your classmates. Practice talking online with a confident tone that you imagine an employer or coworker would like to engage with. This means dropping the everyday slang when communicating online with other Gen Zs. Emojis are not usually part of conversations when talking with others on LinkedIn or other platforms. Don't worry; you will find the right coworkers to send emojis to after you are hired.

Maintaining a positive digital reputation is crucial for career advancement. There are many examples of ruined careers when someone says the wrong thing online. Being intentional about your posts shows that we are being deliberate about what you are posting. Generally, people share what is most important to them; you can too, of course, but on your professional posts, review the list below to ensure you post with the proper self-image in mind. The one thing you can control is what you share on social media. What you can't control is how that information is interrupted by others. Being intentional and mindful about your posts shows >>>

your thoughts, purpose, and desired outcome.

This purposeful thoughtfulness will reflect well on LinkedIn and show others you are a community-minded person with intellectual thoughts.

You can be more thoughtful and confident about your posting habits by asking yourself the following before hitting the share button:

- Is my purpose for this post to be helpful or to express gratitude?
- Is this post highlighting myself and how I want to be portrayed?
- Would I be okay with my future boss or coworkers seeing this post?

“

Building a professional network expands beyond your current reach, so keep looking for your next connection.

If you are looking to build your social network, ensure that you post regularly. Use current and appropriate hashtags so that people can find your content. If you are at an event, follow those hashtags, comment on the event posts, and connect with others who are also engaging with those posts.

Building a professional network expands beyond your current reach, so keep looking for your next connection. Be approachable online and welcome others to share their thoughts. New connections bring new ideas. This is a two-way street; with the mindset that you need to help more than you may receive, people will be more inclined to help you when you ask. Sometimes, a new connection may lead you to your next client or supplier, or better still, give them one. Keep your negative comments offline and private from new

connections (you don't know everyone they do). Lastly, remember that even your best friends were strangers once, so you need to comment, share, and work on professional relationships. Everyone was fresh out of school once as well.

When you participate in a webinar or Teams call, having your camera on reflects that you are present and respect the time of the people you meet. It lets you show off your ability to meet them 'face to face' digitally, which is crucial when working for a company with remote workers or if you have coworkers globally. This is a fantastic way to connect with others by using and reading body language. You can also show others that you are 'present' by wearing appropriate office clothing, being groomed nicely, and having full attention on the call, not on your phone or chatting on the other screen. Do you ever think about how others see your appearance or background? Often, people take in our surroundings when our cameras are on. It is common to have a privacy screen, blank wall, or blur your background when your camera is on. It is nice to keep others focused and for your privacy as well.

Besides having social media profiles, building a positive personal website is a terrific way to highlight your skills, accomplishments, and personal brand. Here are some tips to help you create a professional and positive online presence through your personal website:



Choose a Professional Domain Name, and select something that is memorable and recognizable.



Opt for a .com domain, which is more reputable and professional.



Your bio should be friendly, concise, and compelling, highlighting your skills, experiences, and career goals.



Use visuals such as images, infographics, or portfolio items to represent your achievements visually.



Keep your website simple and professional.



Include testimonials, measurables, and positive work outcomes in your portfolio.

Finally, another habit you may want to develop is auditing your digital presence. Google yourself and check your earlier online posts. Do they still align with how you want to present yourself online? It is okay to remove posts that no longer serve your intentions or ask someone else to remove a post you are tagged in. You may have been focusing on a specific area of your life but now have new goals and purpose. Removing old posts that could harm your career, new friendships, and even strangers is the right thing to do. Maintaining a digital presence that is accurate and true to who you are is exhibiting intention and could be the key to landing your dream job. **AG**

We're not your average MBA.

Online. On Purpose. Business Focus.

Kansas State University's Master of Agribusiness program is an online, business-focused master's degree tailored to animal health, food and agribusiness professionals.

See for yourself how this flexible program provides students with a career competitive advantage and endless networking opportunities with industry professionals.

Schedule an advising appointment to learn more.



KANSAS STATE
Master of Agribusiness



mab.ksu.edu

small campus **BIG IMPACT!**

Student-focused and ag industry-connected faculty prioritizes hands-on learning. The small town campus in Curtis, Nebraska offers state-of-the-art facilities, 2,500 acre farm laboratory, and affordable one-rate tuition of \$144 per credit hour.

*Earn Associate degrees, certifications,
or transfer to 2 + 2 programs.*

**Veterinary Technology
AgriBusiness Mgmt
Animal Science
Livestock Industry Mgmt
Agriculture Education
Equine Industry Mgmt
Agronomy
Diversified Agriculture
Irrigation Technician
Welding Certification**



NCTA Aggies



University of
Nebraska-NCTA



NCTA Curtis



**NEBRASKA COLLEGE OF
TECHNICAL AGRICULTURE**

(800) 3 CURTIS
ncta.unl.edu





COLLEGE OF AGRICULTURE
AND LIFE SCIENCES
VIRGINIA TECH.

MASTER OF AGRICULTURAL AND LIFE SCIENCES

YOUR SPEED YOUR DEGREE YOUR FUTURE

The Online Master of Agricultural and Life Sciences degree at Virginia Tech gives you the convenience of online learning and working at your own pace based on your lifestyle. You get the opportunity to learn from world renowned instructors from Virginia Tech.

- AGRIBUSINESS
- APPLIED ANIMAL BEHAVIOR AND WELFARE
- APPLIED NUTRITION AND PHYSICAL ACTIVITY
- EDUCATION
- ENVIRONMENTAL SCIENCE
- FOOD SAFETY AND BIOSECURITY
- LEADERSHIP STUDIES
- PLANT SCIENCE AND PEST MANAGEMENT

Follow us on social media:



vtomals



Virginia Tech OMALS Program



vtomals

Check out our
website for more
information.



Contact us with any questions at OMALS@VT.EDU



GROW WITH US

Join us to make a difference in a high-demand industry with **a degree that pays and a career that matters**. We address critical issues in agriculture, food systems, and natural resource management, and our state-of-the-art labs and world-class faculty are just the beginning—we also offer numerous experiential learning opportunities beyond the classroom.

Beaver Classic Student-Made Products

Our flagship line of food products provides student jobs and internships that offer hands-on experience using industrial equipment, giving students a competitive edge in the job market.

Ag Experiment Station Research Internships

At our 14 agricultural experiment stations statewide, students gain research experience tackling real-world agriculture and natural resource challenges through paid internships.

More Opportunities



AgSci.oregonstate.edu



@OSUAgSci

\$115M in annual research funding

\$900K in scholarships

14 ag experiment stations across Oregon

30 student clubs

Study abroad and exchange partnerships



Oregon State University



COLLEGE OF AGRICULTURE AND
ENVIRONMENTAL SCIENCES

**In the College of Agriculture
and Environmental**

Sciences, the largest college
of agriculture among the
1890 land-grant universities,
our graduate programs are
preparing the next generation
of agricultural leaders.

AGRICULTURE AT N.C. A&T IS LEADING THE WAY.



*The Department of Animal
Sciences offers a Master's
program in:*

**Agricultural and
Environmental Systems
(Integrated Animal Health
Systems)**

Ph.D. concentration:

**Sustainable Animal
Production and Health**



**NORTH CAROLINA AGRICULTURAL
AND TECHNICAL STATE UNIVERSITY**

**AGRICULTURE AND ENVIRONMENTAL
SCIENCES**

**Get started:
www.ncat.edu/apply**

www.ncat.edu/caes

North Carolina Agricultural and Technical State University (N.C. A&T) is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award baccalaureate, master's and doctoral degrees. | N.C. A&T does not discriminate against any person on the basis of age, color, disability, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, veteran status, or any other basis protected by law. | N.C. A&T is an AA/EEO and ADA compliant institution.

Real Experience. Real Success.



As a leader in educating tomorrow's agricultural innovators in NC, UMO offers a variety of agricultural degree programs with hands-on experience and real-world applications. Agriculture graduates boast a 100% job placement rate!

Choose from our degree options:

- Agribusiness
(on campus & online)
- Agricultural Communication & Leadership (online)
- Agricultural Education
- Agricultural Production Systems
- Animal Science
- Biology
- Biomedical Science
- Ecology & Natural Resource Management
- Plant Science
- Veterinary Bioscience
- Precision Agriculture (minor)



**Scan QR code
to learn more
about UMO!**



University of
MOUNT OLIVE
SCHOOL OF AGRICULTURE
& BIOLOGICAL SCIENCES

Cultivate Your Future Online



WTAMU Online Master of Agriculture Degree

- Courses are 100% online
- No GRE required for admission
- 36-Hour Non-Thesis program
- Complete in two years
- Advanced training in:
Agronomy, Animal Science,
Communication, Leadership,
Strategic Management, and
Systems Agriculture

SCAN THE QR CODE
TO LEARN MORE!



WEST TEXAS A&M
UNIVERSITY™



1 MAKE AN ACCOUNT

- Click "Setup Account" from the Candidates drop-down.
- Enter your contact details and create your account!
- You're all set to explore jobs or internships, update your profile, view saved jobs, application history and post resume for employers.

2 APPLY TO JOBS!

- When you find a job you like, you can save it for later or apply right away by clicking "Apply to this position."
- If redirected to the employer's site, follow the instructions to complete the application
- Make sure to visit your account history page to keep track of all your applications.

3 UPLOAD YOUR RESUME!

- Login to your account, click "Manage Resumes", then "Add Profile" to fill out the profile form.
- You can copy and paste your resume or upload a file by selecting the "Upload resume file" button.
- Click "Process & Review Profile" to make any desired changes. Don't forget to hit "Save and Exit" after making important changes!

HOW TO SEARCH



Search by using keywords in the home search bar.

Click "Advanced Search" to narrow down your search criteria.

Explore other options under the candidate drop-down menu at the top of the page under the "Search Tools" column.

EXPLORE

- Featured Jobs
- Internships
- Temporary Jobs
- Remote Positions
- Jobs by Date, Title, Industry, Location & More.

QUESTIONS?

www.AgCareers.com

800.929.8975

agcareers@agcareers.com



FEED YOUR FUTURE SCHOLARSHIP

Feeding the World with Talent



SCAN TO
LEARN MORE

AG

Careers.com will award two \$1,000 scholarships, to one U.S. and to one Canadian student currently enrolled in a post-secondary education program.

This scholarship assists students financially who are studying agriculture or have the intention of pursuing a career in agriculture.

The student must have at least one semester left of school after 2024 and submit the online form by Saturday, November 30th, 2024.

WINNERS!
2023

Conor McCabe



University of
California Davis

Sarah Van Heyst



McGill University

#FEED
YOUR
FUTURE

 AgCareers.com/Feed-Your-Future/

 800.929.8975

 FeedYourFuture@agcareers.com

Excellence and Integrity in Global Agriculture & Food Recruitment



De Lacy Executive Recruitment offers professional recruitment services for employers and candidates in food and agriculture. The De Lacy team of professional consultants is committed to exceeding the expectations of those whom we serve.



VIEW OUR OPEN POSITIONS AT:
delacyexecutive.com



Follow us on social media for new job opportunities and career tips.
800.672.8552 | advisor@delacyexecutive.com

No matter what
your passion there's
a career for everyone
in food.

**& WE'LL HELP
YOU FIND IT!**



**JOIN OUR
COMMUNITY**

FoodGrads is a community for the Food & Beverage Industry that is closing the gap between students, recent graduates and employers.