

7th Annual Egg Industry Issues Forum

April 7, 2015

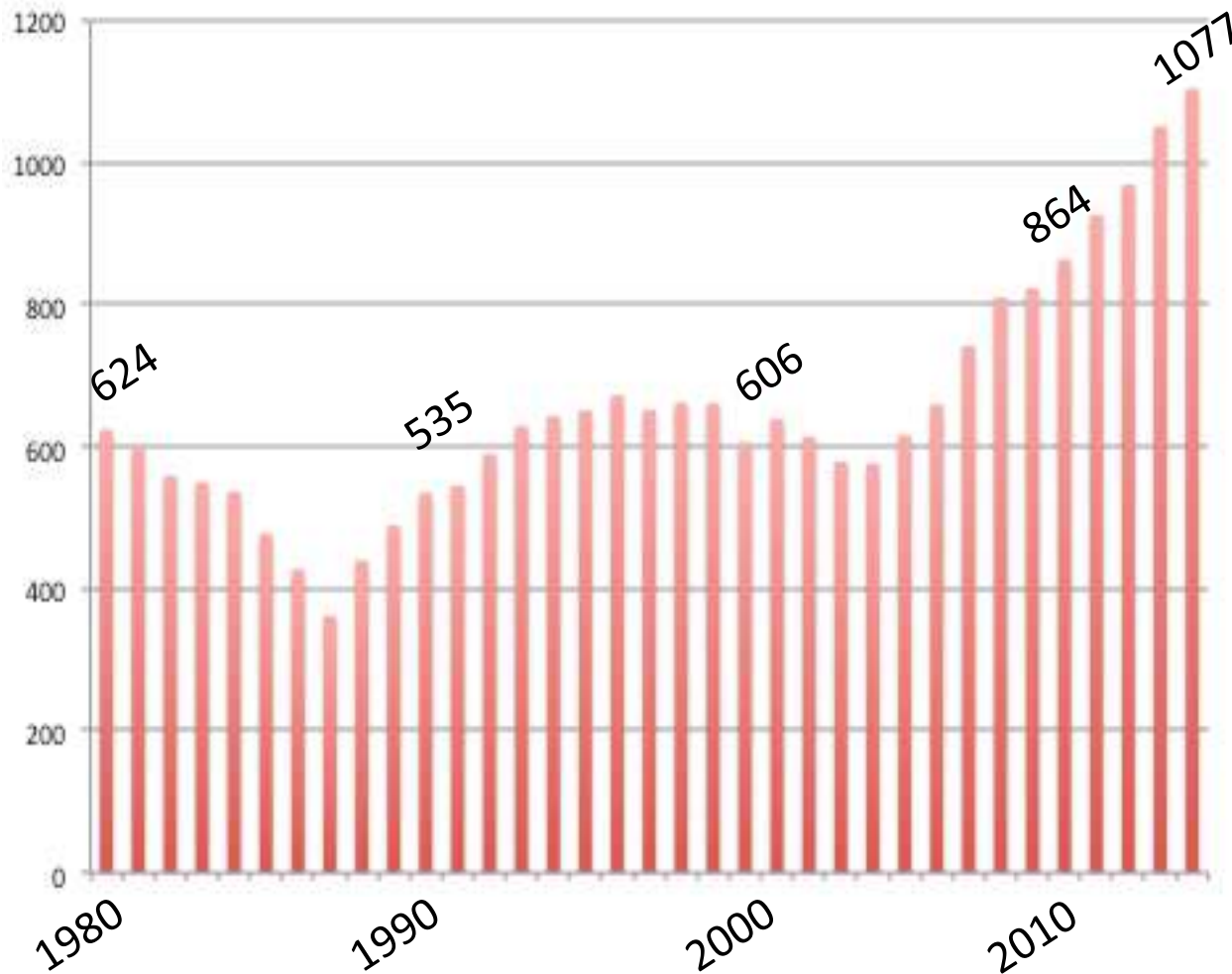
Industry's Labor Force Challenge

Don H. Beermann, Professor & Chair

Education Impacts on the Egg Industry Labor Force

- Student enrollment and demographics
- Pre-undergraduate education awareness
- Scope of educational programs available
- Competition among employers
- Student college debt
- Starting salaries
- Position responsibilities

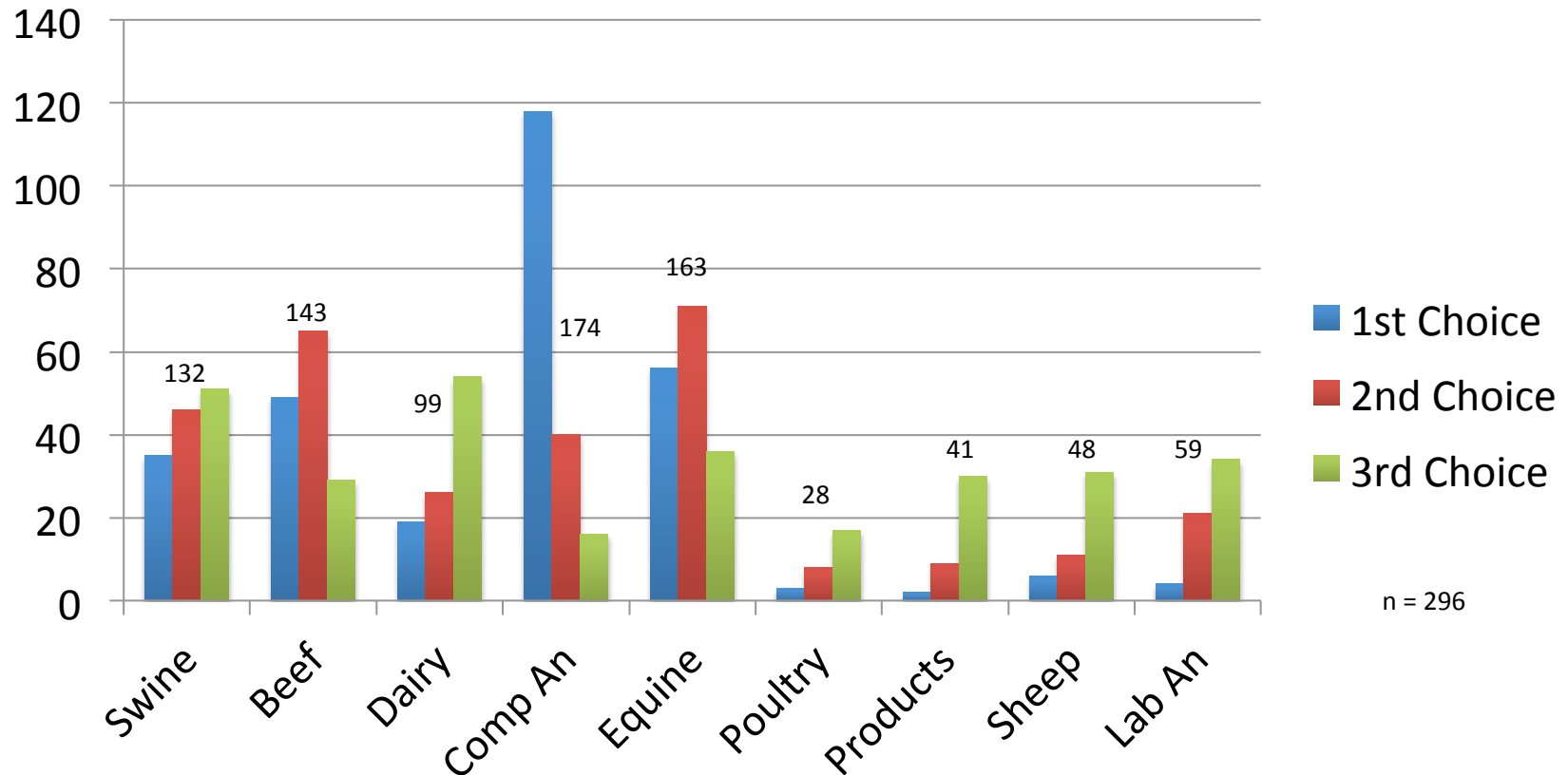
Undergraduate Enrollment in Animal Science Department at Iowa State University



F14 total: 1077
 Grads -238
 Loss -54
 Proj. F15: +350

**Projected Total:
 1135**

2014 Freshman Survey



ANS 110 Students, in class clicker quiz, Nov. 2014

Animal Science Freshmen Demographics

- 29% from farm backgrounds
- 59% from Iowa, 11% from Illinois
- 44% Veterinarian career preferred
- 11% graduate school bound
- 13% undecided
- 1.02% poultry identified interest

Egg Industry Education Programs

- Relevant Majors
 - Animal Science, Agricultural and Biosystems Engineering, Economics, Food Science and Human Nutrition
- Number of faculty, graduate students, post doctoral fellows with poultry expertise
- Poultry facilities at ISU – barely acceptable
- Undergraduate Poultry Interest Group
- Internships, research experience, part-time employment!

Egg Industry Education Programs

- ISU scholarships
- Midwest Poultry Consortium Center of Excellence
 - 18 credits, 2, 6-week summer sessions free tuition
- EIC scholarships for enrollment in “Animals and Agricultural Production – Law and Policy” at U. Nebraska-Lincoln Law School

Issues Impacting Job Choices

- Competition is keen – 98% CALS placement
- Mobility is not attractive to most (75% stay in Iowa)
- Student college debt may be important
- Starting salaries are high in poultry offerings
- Extensive travel may be an impediment
- Position responsibilities are key factors
- Fall CALS Career Day is the key campus event

Summary

- Undergraduate student enrollment is increasing, but demographics are changing
- Awareness of poultry industry opportunities is low among our incoming freshmen
- Faculty advising and mentoring are critical
- Internships are highly effective in recruitment
- Most employment offers come early during students' Senior year

Summary

- Most students changed goals (without changing major)
- Must provide a wide array of opportunities – both in and outside of the classroom
- Summer internships are very effective in recruitment for employment