Finding Good Employees

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Kirkwood Community College

Kirkwood

Start Here. Go Anywhere!

www.kirkwood.edu
Overview

- Kirkwood
- Agriculture Department
- Beef Production
- Interns
- Beef Farm
- Graduates
Campus consist of 680 acres which includes

- 400 acre working farm
- 1.1 million square feet of interior learning space (roughly 25 acres)
- 11 locations in a seven county area
Student Body represents

- 120+ programs
- 15,000 + students
- $1.6 million in scholarships
- All 99 Iowa Counties and 40 U.S. States
Kirkwood Ag Science

- Agriculture Business
- Agriculture GPS/GIS Technology
- Agriculture Production
- Agriculture Transfer
- Horse Science Technology
- Diesel Ag Technology
- Diesel Truck Technology
- Pet Grooming and Pet Shop Management
- Veterinary Assistant
- Veterinary Technician
- Floral Careers
- Golf Course and Turfgrass Management
- Landscape Maintenance
- Landscape, Nursery and Garden Center Management
- Parks and Natural Resources

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Kirkwood Agriculture Dept.

- 2nd Largest two year Ag department in the United States regarding graduates
- 15 Agriculture Programs
- Annually more than 740 students enrolled
- 65 full / part time faculty and staff
Beef Program Curriculum

- Beef Industry & Feedlot Management
- Beef Cow-Calf Production
- Beef Breeding, Reproduction & Nutrition
- Beef Science Management
- Internships

- All Beef Classes have a lab component
Beef Program Curriculum

- Animal Nutrition
- Livestock Physiology
- Technical Chemistry
- Livestock Merchandising
- Ag Business Management
- Commodities Marketing
- Livestock Selection and Evaluation
Internships
How do they work?

- All Ag Career Students must complete on the job internship to graduate.
- Internships normally last from 6 to 10 weeks.
- Opportunity to gain real world experience, develop marketable skills, and associate with industry professionals.
- Students seek employment with faculty assistance.
- With employee, set specific learning goals.
Internships
Student Responsibilities

- Observe all worksite regulations
- Commitment to learning from others and improving skills.
- Maintain a high level of confidentiality.
- Be a part of the team and establish positive working relationships.
- Recognize the importance of the internship evaluation
- Fulfill the internship goals
Internships
Employer’s Responsibilities

- Pay fair and equitable wages.
- Work closely with student and faculty advisor.
- Provide daily supervision and proper instruction.
- Offer constructive criticism and encouragement.
- Make the transition from classroom to workplace smooth as possible.
- Give opportunities to student to accomplish training goals and complete evaluations.
Kirkwood Beef Farm

- Custom Feedlot
  - Bull Test
  - Heifer Development
  - Retained Ownership
    - Calves
    - Yearlings
    - Steers
    - Heifers
  - Cull Cows

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Kirkwood Beef Farm

- Cow Herd
  - Rotational grazing
  - Artificial Insemination
  - Embryo Transplant
  - Purebreeding
  - Crossbreeding
Availability of Graduates

- We do have some
- The best ones go fast
- Recruit early and often
- Internships are a great way to open the door
Typical Starting Salaries

Tough

- Range is large
  - House?
  - Transportation?
  - Retirement?
  - Insurance?
  - Food?
  - Ownership?
  - Other Incentives?
Community Colleges are a source of good employees.

Finding good employees can be challenging, but worth the effort.

Community Colleges don’t have all the answers, however we would like to help.

Feel free to contact us
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