



Kirkwood

Finding Good Employees

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Kirkwood Community College

Start Here.
Go Anywhere!

Overview

- ▣ Kirkwood
- ▣ Agriculture Department
- ▣ Beef Production
- ▣ Interns
- ▣ Beef Farm
- ▣ Graduates

Kirkwood Community College

An aerial photograph of the Kirkwood Community College campus, showing various buildings, parking lots, and surrounding green fields. The campus is situated in a rural area with large green fields and some trees. The buildings are mostly light-colored, and there are several parking areas with cars. The overall scene is a mix of urban development and natural landscape.

- ▣ 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

Kirkwood

- ▣ **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 Turf grass Management
- ▣ Landscape Maintenance
- ▣ Landscape, Nursery and Garden Center Management
- ▣ Parks and Natural Resources

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

Agriculture Production Management

Beef Production



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



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?

Finding Good Employees Summary

- ▣ 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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www.kirkwood.edu