



**INDIANA
PORK**

Indiana Pork Labor Shortage Resource Update

The pork industry labor shortages experienced at the production level has prompted Indiana Pork and the Indiana Soybean Alliance to collectively gather information and formulate a set of resources for the Ag industry to seek out opportunities for filling these jobs. A session at the Midwest Pork Conference titled "Understanding Labor Shortages and Resources to Help" helped to release some early outcomes of this combined effort. Presenters included: Rebecca Schroeder, President of Whiteshire Hamroc, Carol Gstalder, Senior Vice President at Heart + Mind Strategies, and Erica Viar, Vice President of Consulting at Ascend Indiana.

Rebecca Schroeder shared her experience as a pork producer having also served as President of the Workforce Board in Region 3 in Northeast Indiana where she provided an overview of the following resources available for producers to consider accessing talent for entry level workers. To portray the tightening of the labor market, she shared that in Region 3, the competition for labor among other industries has become very competitive. In 2013 in her region, there were 27.2 potential workers for every job opening. Today, ten years later there are 0.8 potential workers for every job opening in 2023. This sets the stage for our industry to become increasingly innovative to attract and retain production employee talent.

Heart + Mind Strategies has been retained by Indiana Pork and Indiana Soybean Alliance to better understand these labor shortages in our state and to capture insights for our industry to craft a direct strategy to fill this need. Carol Gstalder presented about the initial findings of two studies their firm has uncovered through survey research.

In early 2023, qualitative research was conducted with HR leaders supporting Indiana Pork producers. Leaders prioritized the importance of reaching talent younger, building a positive reputation for working in the industry and developing more effective programs to increase the talent pipeline. HR leaders recommended the industry conduct primary research to understand the interests of Indiana's youth, where the agriculture industry fits in, and how to best connect with them to foster industry understanding and interest. In late 2023, quantitative research was conducted to gauge the needs and interests of Indiana youth and young adults, ages 13-18. These results will be used to identify actions the Agriculture industry can take to better engage youth through relevant programs and investments. The results of this research have been compiled and will be reported upon in more detail in early 2024.

Ascend Indiana is a non-profit organization with a mission to assist industries across several sectors to create talent pipelines. There has been much work conducted by the manufacturing, IT and healthcare sectors while Agriculture industries are also beginning to collaborate with Ascend to address our unique challenges and needs. Erica Viar was at the MPC session to share success stories of strategies involving workbased learning programs from other industries to fulfill entry-level positions within the state. As the Heart + Mind research is synthesized by Indiana Pork and the Indiana Soybean Alliance, we will be engaging with Ascend Indiana to provide guidance for programmatic approaches to help our industry move the needle in filling this need.



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Presenters provided a set of resources available from the following organizations:

WorkOne Career Centers: www.in.gov/dwd/workone/locations

Indiana Career Connect: www.indianacareerconnect.com

EARN Indiana Internship Program: www.workandlearnindiana.com/earn_info

J1 Visa Internship Programs for non-immigrant labor @ the following:

International Farmers Aid Association (IFAA): <http://ifaa-usa.org/en-us/>

The Ohio Program (TOP): <https://top.osu.edu/inbound-placements>

TN Visa Programs: <https://www.uscis.gov/i-9-central/complete-correct-form-i-9/nafta-tn-visas>

Work Based Learning (WBL) programs: cte.ed.gov

JAG-Jobs for America's Graduates Program through the State of Indiana:

<https://www.in.gov/dwd/jag/>

Connect with your local economic development corporation: <https://ieda.org/>

Resources to assist in retaining employees could include Employer-Sponsored Child Care Fund

Grant program through the State of Indiana: <https://www.in.gov/fssa/carefinder/employer-sponsored-child-care-fund/>

The INVets organization is a non-profit organization with the purpose of helping former military service members connect with Indiana career opportunities. There is a desire for outdoor related careers found in the Ag sector by veterans. More can be found at www.invets.org

Talent Bound: www.talentbound.org

Indiana Career and Technical Education: www.in.gov/che/cte

Career and Technical Education Career Guide: <http://www.flipcareerguide.com/books/rgoz/>

Indiana Career Explorer: www.indianacareerexplorer.com

Agrinovus Field Atlas: www.agrinovusindiana.com/meet-field-atlas

The Indiana Migrant Employee Program (MEP) provides resources for youth birth to 21 of age to ensure a successful educational opportunities. <https://www.in.gov/doe/grants/migrant-education-program/>

Contact Chad Martin cmartin@inpork.org at Indiana Pork to share successful strategies you might have found helpful in fulfilling the labor shortage needs within your pork production level operations. Stay tuned to the Indiana Pork website at www.indianapork.org for more information about how pork producers have accessed resources successfully and as programmatic approaches become released.