

A black and white photograph of a woman in military camouflage uniform and cap, looking directly at the camera with a slight smile. The image is the background for the left half of the page.

VETERANS & MILITARY PROFESSIONALS

IN THE AGRICULTURAL WORKPLACE

2016 SURVEY HIGHLIGHTS

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ABOUT THE SURVEY

AgCareers.com conducted the Veterans and Military Professionals in the Agricultural Workplace survey in the summer of 2016. Two surveys were launched, one directed toward military professionals and the other for employers. For military professionals, the survey collected information about the level of perception and interest in careers in agriculture as well as characteristics of why military men and women chose or are choosing to pursue careers in agriculture. On the employer side, this survey examined the scope of receptiveness toward hiring veterans or military professionals as well as what obstacles may be involved in encouraging increased recruitment of veterans.

Responses were collected in an online poll format, with 105 military veterans and professionals and 71 agricultural (or agribusiness) employers beginning their respective surveys. Respondents were enrolled into a prize drawing as an incentive.

Included in this document are just some of the findings from the final survey report. A full report can be accessed online at www.agcareers.com/reports.cfm.

LIMITATION OF LIABILITY

This report has been compiled using data which to the best of the knowledge, information and belief of and after due inquiry by AgCareers.com at the time of collection and analysis was accurate and correct.

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DEMOGRAPHICS

AGRICULTURAL EMPLOYERS



74%



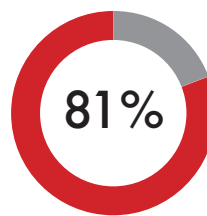
22%

Another 4% resided in various international countries

TOP INDUSTRIES REPRESENTED

- 1 EQUIPMENT, MANUFACTURING & TECHNICAL
- 2 CHEMICAL, PESTICIDE & FERTILIZER
- 3 CROP PRODUCTION
- 4 GOVERNMENT, POLICY & LEGAL
- 5 ANIMAL PRODUCTION
- 5 INPUT RETAIL & COOPERATIVE
- 5 PLANT & SOIL SCIENCES
- 5 PRECISION AGRICULTURE

Animal Production, Input Retail & Cooperative, Plant & Soil Sciences, and Precision Agriculture all tied for a fifth place ranking



HAD EMPLOYED A VETERAN WITHIN THE LAST THREE YEARS.

After qualification questions were answered, 41 agricultural employers moved on to complete their respective survey.

DEMOGRAPHICS

MILITARY VETERANS & PROFESSIONALS

After qualification questions were answered, 82 military veterans and professionals moved on to complete their respective survey.



90%



3%

Another 7% resided in various international countries

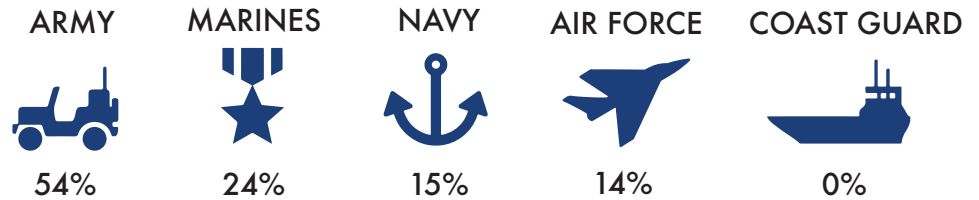


79%



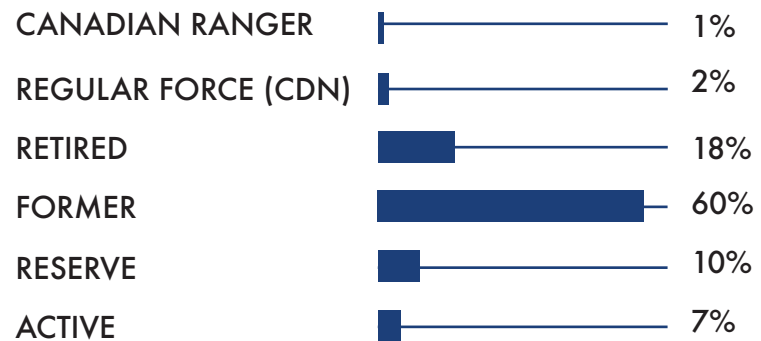
21%

MILITARY BACKGROUND

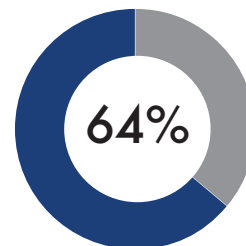


Totals do not equal 100%; respondents were allowed to select more than one response.

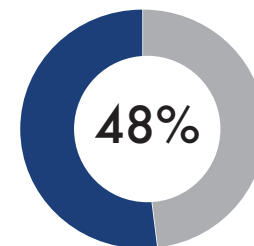
MILITARY STATUS



EDUCATIONAL BACKGROUND



HAD A
BACHELOR'S
DEGREE OR
HIGHER.



HAD
FORMAL
EDUCATION IN
AGRICULTURE.



RECRUITING VETERANS

70% OF VETERANS
WISHED AGRICULTURAL
EMPLOYERS BETTER
UNDERSTOOD A
VETERAN'S CAPABILITIES
WHEN HIRING &
WORKING WITH THEM.

MOST COMMON CHALLENGES IN RECRUITING VETERANS

Employers were asked to cite which of the following challenges were most hindering their pursuit to recruit and hire veterans.



Totals do not equal 100%; respondents were allowed to select more than one response.

SKILLS & QUALITIES VETERANS FELT THE NEED TO IMPROVE UPON



51 %
Industry
Knowledge



36 %
Technical
Skills



30 %
Experience



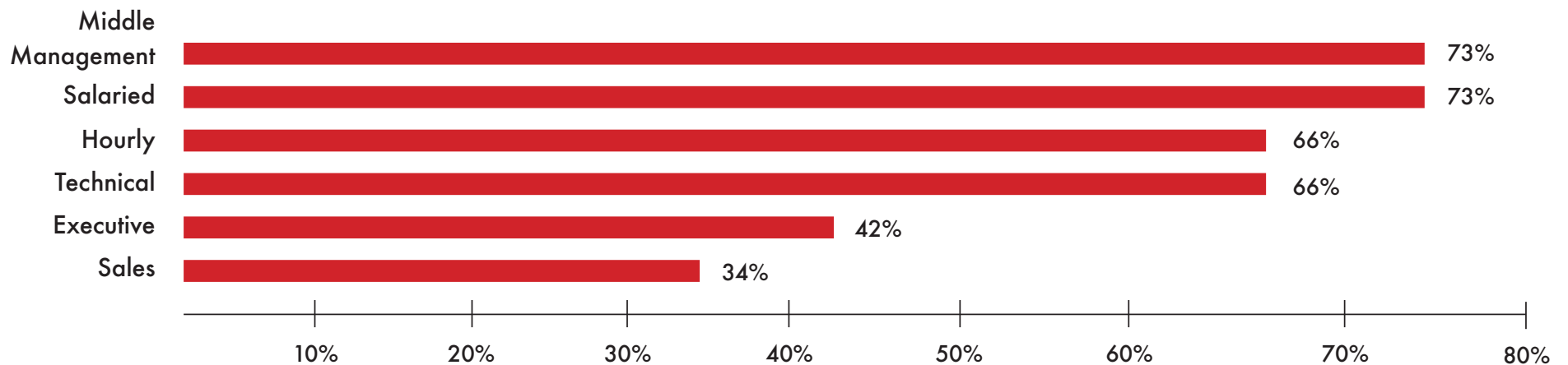
19 %
Communication



15 %
Listening

Totals do not equal 100%; respondents were allowed to select more than one response.

BEST CAREER LEVEL FOR MILITARY PROFESSIONALS (RANKED BY EMPLOYERS)



Totals do not equal 100%; respondents were allowed to select more than one response.



WORKPLACE CHALLENGES

MORE THAN HALF
OF MILITARY
RESPONDENTS FELT THAT
THEIR COWORKERS OR
SUPERVISORS HAD A
HARD TIME RELATING
TO THEIR MILITARY
EXPERIENCE.

TOP 3 CHARACTERISTICS VETERANS BRING TO THE WORKPLACE

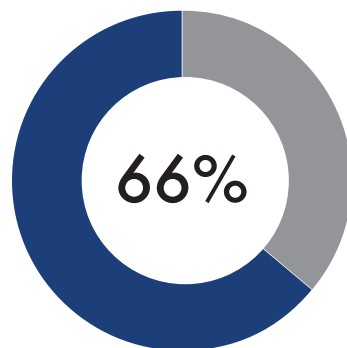
ACCORDING TO VETERANS

- #1  LEADERSHIP
- #2  ACCOUNTABILITY
- #3  DISCIPLINE

ACCORDING TO EMPLOYERS

- #1  DISCIPLINE
- #2  RELIABILITY
- #3  LEADERSHIP

NEARLY
90%
OF EMPLOYERS
STATED THAT
THEY WOULD
ENCOURAGE
OTHER AGRICULTURAL
ORGANIZATIONS TO
HIRE
MILITARY
PROFESSIONALS
OR VETERANS.



OF EMPLOYERS ENCOUNTERED
NO CHALLENGES
WHILE EMPLOYING VETERANS.

Of the participants that answered that they did experience challenges, the top three responses as to why were:









Totals do not equal 100%; respondents were allowed to select more than one response.



VETERANS IN AGRICULTURE

57% OF MILITARY RESPONDENTS SAID THAT VETERANS ARE WIDELY ACCEPTED AND WELCOMED INTO THE AGRICULTURAL INDUSTRY.

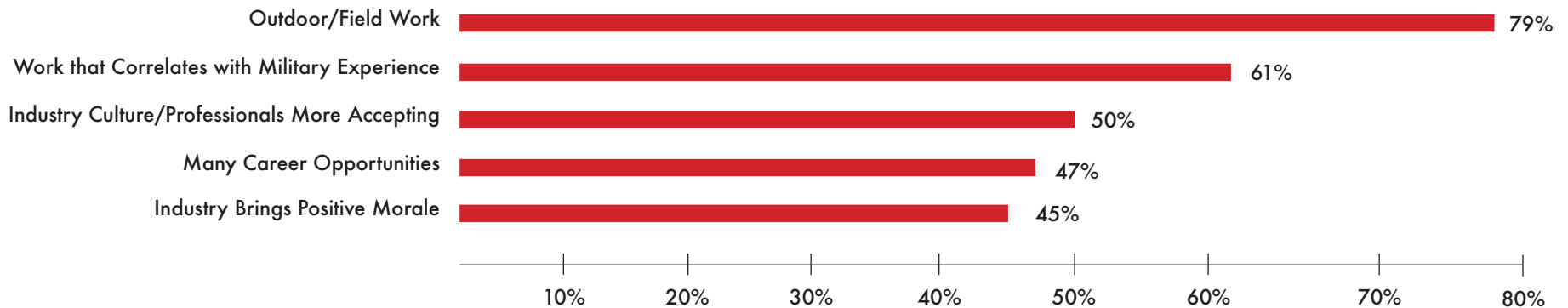
TOP 5 AGRICULTURAL INDUSTRY SECTORS PREFERRED BY VETERANS

- #1  CROP PRODUCTION
- #2  ANIMAL PRODUCTION
- #3  PLANT & SOIL SCIENCES, SEED & BIOTECHNOLOGY
- #4  EDUCATION & EXTENSION
- #5  ANIMAL HEALTH
- #5  EQUIPMENT, MANUFACTURING & TECHNICAL

Animal Health and Equipment, Manufacturing & Technical tied for a fifth place ranking

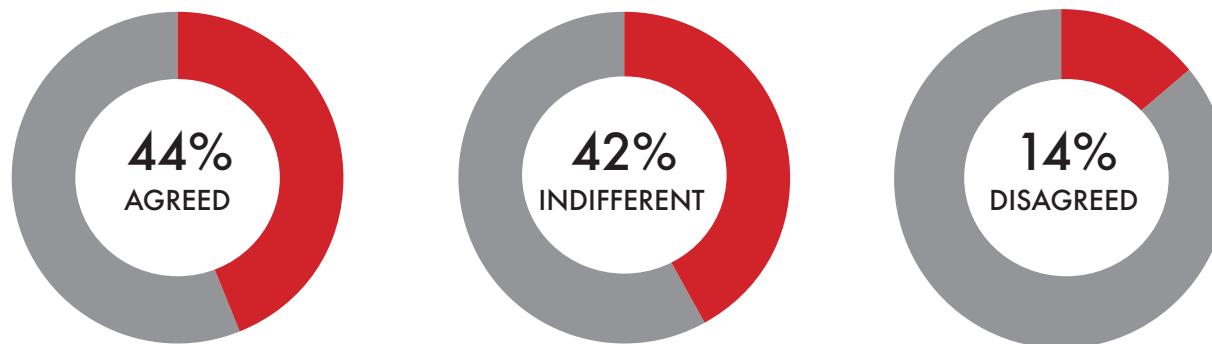
47% OF VETERANS FELT AGRICULTURE WAS A MORE VIABLE CAREER PATH THAN OTHER INDUSTRIES FOR RETURNING VETERANS

40% were unsure. Of that 47% that agreed, the top cited reasons were:



Totals do not equal 100%; respondents were allowed to select more than one response.

VETERANS WERE ASKED WHETHER THEY FELT THE AGRICULTURAL INDUSTRY WAS MORE OPEN OR RECEPTIVE TO HIRING VETERANS:



The pages of this report of Veterans & Military Professionals in the Agricultural Workplace by AgCareers.com include just certain highlights from the full report. The full report, viewable on AgCareers.com, includes further findings related to how military veterans search for careers, specific recruitment efforts or campaigns of employers, which career level best fit military veterans according to employers, what is most attractive to veterans about agricultural careers, and more. To download the full report, visit www.agcareers.com/reports.cfm.

AgCareers.com's mission is to provide global talent solutions in agriculture and food. We connect job seekers and employers through a targeted, online job board. Through nearly 18 years of experience, we have built a strong community of both agricultural employers of all sizes and a diverse pool of job seekers. To learn more about us, visit www.agcareers.com.

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