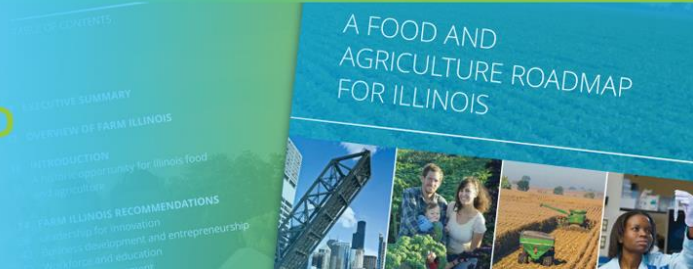




## ILLINOIS AGRI-FOOD ALLIANCE



### Illinois Agri-Food Workforce Survey

#### Dear Illinois Agri-Food Businesses and Organizations:

Is attracting a qualified, skilled, diverse workforce a priority for your company or organization? Do you wish there were more coordinated efforts to promote food and agriculture-related careers to a wider audience? **If so, then your input is needed.**

Workforce development continues to be a top issue for food and agriculture businesses and organizations across Illinois, particularly when it comes to attracting a diverse array of students and prospective workers who are unaware about the multitude of jobs and long-term careers that exist across our state's #1 industry. An industry-led collaborative of agri-food workforce advocates are brainstorming ideas to elevate communication about food and agriculture as a viable and highly valued employment sector via an Illinois Agri-Food Careers website, career resources, and business-to-school partnerships and are looking for input from you.

**This is not a research project.** The collaborative team is surveying small-, medium-, and large-size businesses, other for-profit and nonprofit food and agriculture organizations, and educators across the state. Survey results will be utilized to assess the need and opportunity for developing a dedicated website and supporting resources that can be widely accessed and utilized to promote food & agriculture careers, educational pathways, and job opportunities in Illinois.

#### Survey steps:

1. **We ask for one survey to be completed by each participating company or organization.**
2. Survey questions may require input from multiple representatives in your company or organization spanning human resource, talent acquisition, marketing recruitment, and personnel management to strategy, operations, and managerial departments.
3. You cannot save the survey to return to and complete at a later date. You are therefore encouraged to use this copy to circulate to multiple representatives in your company and then have one designated representative compile responses and complete the survey. This will also help prevent duplicate entries from being submitted.
4. If you are not the right representative in your company or organization, please forward along to the appropriate representative(s) to complete.
5. Your company or organization will have the option to provide a point of contact to receive future development reports resulting from information collected.
6. If you are a representative of a networked organization, association, or other multi-member business-interest group, please consider forwarding to your members.

Thank you for your effort in responding to this important opportunity. Responses will contribute to immediate action by informing website and resource development that directly responds to pressing workforce needs.

Sincerely,

### **Illinois Agri-Food Alliance**

On behalf of

### **Illinois Agri-Food Workforce Initiative Collaborators**

Archer Daniels Midland; Brandt Industries; Chicago High School for Agricultural Sciences; CME Group, Inc., CNH Industrial; Compeer Financial; COUNTRY Financial; Cultivian Sandbox; Decatur Public Schools Foundation; Ernst & Young; Facilitating Coordination in Agriculture Education (FCAE); Food:Land:Opportunity, GROWMARK; Fresh Taste, Illinois Agricultural Leadership Foundation; Illinois AgTech Accelerator; Illinois Soybean Association; Illinois Farm Bureau; Open Prairie Ventures; OSI Group; The Development Consortium; University of Illinois

### **Disclaimer (Notice to Survey Respondents):**

The Illinois Agri-Food Alliance (ILAFA) is responsible for the contents of this survey. **Your participation in this survey is voluntary.** You will be asked to provide individual and company/organization information. If you do not wish to reveal such information, please do not respond to the survey. Any personally identifiable information, such as your email address, name, title, and affiliation, that you provide in connection with responding to the survey may be used by the Illinois Agri-Food Alliance (or a third-party acting on behalf of ILAFA) to follow up with you regarding survey responses.

The Illinois Agri-Food Alliance may view and use the survey results for any business or operational purpose, and may share survey results with third parties, including but not limited to our partners and service providers.

You are encouraged to answer as many questions as able and willing to. The Illinois Agri-Food Alliance does not want you to, and you should not, include in your survey response any sensitive, confidential, or proprietary information belonging to you or your company/organization as the Illinois Agri-Food Alliance cannot guarantee that access to such data will be kept confidential and secure. You therefore agree that any information or materials that you, or individuals acting on your behalf, provide to the Illinois Agri-Food Alliance in your survey response will not be considered sensitive, confidential, or proprietary and that the Illinois Agri-Food Alliance cannot and will not be held responsible to protect or restrict its use of any data that you include in your responses.

##

***The Illinois Agri-Food Alliance (ILAFA) is a collaborative network organization dedicated to building an integrated, innovative, and transformative agri-food system in Illinois. As a neutral, third-party catalyst, ILAFA convenes cross-sector partners to connect talent, share insight, align strategic priorities, spark innovation, improve coordination, accelerate growth, increase visibility, and build trust. It views these ingredients as essential to driving forward-thinking solutions that meet the most pressing economic, environmental, and societal challenges of today and tomorrow.***

*The Illinois Agri-Food Alliance is a project of Global Philanthropy Partnership, a 501(c)3 fiscal sponsor.*



## Company/Organization Information

Please respond to as many questions as willing and able to

Company/Organization
Principal Survey Respondent [First Name, Last Name, Title, Email, Phone Number]
Please indicate if your company/organization is: <ul style="list-style-type: none"><li>• Privately Owned For-Profit</li><li>• Publicly Owned For-Profit</li><li>• Non-Profit</li><li>• Government</li><li>• Other (please list)</li></ul>
Please indicate the number of Illinois-based full-time employees at your company/organization: <ul style="list-style-type: none"><li>• 1-25</li><li>• 26-50</li><li>• 51-100</li><li>• 101-250</li><li>• 251-500</li><li>• 501-1,000</li><li>• 1,001+</li></ul>
Please list company/organization locations by city, zip code, function (headquarters, R&D, distribution/warehouse, grain processing, etc), and if possible, the # of full-time employees at each location  [open response]
On average, how many new Illinois-based employees do you hire per calendar year? <ul style="list-style-type: none"><li>• 1-10</li><li>• 11-20</li><li>• 21-40</li><li>• 41-60</li><li>• 61-80</li><li>• 81-100</li><li>• 100+</li></ul>

## Job & Career Information

**Survey Header** [For the purposes of this survey, “Food & Agriculture” is defined as an industry inclusive of businesses and organizations that directly or indirectly support all aspects of food and agriculture-related production through consumption. This includes inputs to and production of commodity, specialty, and other crops and the raising of livestock, processing and manufacturing, transportation, distribution and logistics, storage, retail & wholesale, food service, and post-consumption utilization. Indirect support includes government, trade, finance, risk management, investment, insurance, real estate, business & personal services, marketing & communication, legal, research, policy making, philanthropy, and NGOs.

1. How well does “Food & Agriculture” define the industry? Is there terminology you feel is more appropriate?

- Not at all well
- Somewhat well
- Moderately well
- Very well
- Extremely well

[option to elaborate]

2. Does your company/organization consider itself in Food & Agriculture?

- Yes
- No

[option to elaborate]

3. What messaging do you feel is important to convey about food & agriculture to the public, to educators, and potential workforce?

4. Do the following career fields reflect the current job market in food & agriculture? What career fields would you add, omit, revise from this list?

- Accounting
- Agribusiness
- Agrifinance
- Ag Mechanics
- Animal Science
- Communications
- Computer Science
- Corporate Social Responsibility
- Culinary Science
- Education
- Engineering
- Environmental Health & Safety

- Finance
- Food & Beverage Retail
- Food Science & Processing
- Government Relations
- Horticulture
- Human Resources
- Legal
- Management
- Marketing
- Natural Resources/Environmental Sciences
- Nutrition
- Plant Science
- Product Development
- Quality Control
- Research & Development
- Technology
- Sales
- Sanitation
- Supply Chain Logistics

5. What food & agriculture career opportunities does your company/organization offer? Please include all career fields and corresponding job titles as possible.

6. What food & agriculture career opportunities is your company/organization currently hiring for in Illinois? Please list by career field, corresponding title, and location. If the job can be remote, please indicate accordingly.

7. What food & agriculture career opportunities does your company/organization anticipate will be emerging and hiring for in the next 5 years? If possible, please include career fields and job titles.

8. What food & agriculture career opportunities does your company/organization have that are particularly difficult to fill and why? Please list by career field and corresponding job titles, and include as much information as you are willing and able to share related to degrees, certifications, and years of experience needed to fulfill the jobs as well as corresponding salary ranges.

9. What does career progression look like with job opportunities at your company/organization?

10. What is the average length of time your job opportunities remain open?

- <1 month
- 1-2 months
- 3-4 months
- 4-6 months

- 6-9 months
- 9-12 months
- >12 months
- Other

11. What is the average number of applicants you have for open job opportunities? If possible, please identify by job title.

12. What student-focused opportunities does your company/organization offer?

[check all that apply]

- Internship
- Externship
- Pre-apprenticeship
- Apprenticeship
- Job Shadow
- Student Mentorship
- Company Tour
- None
- Other [please list]

13. In what ways does your company/organization invest and/or partner in educational programming for K-12 students?

[check all that apply]

- Financial contributions to high schools
- Scholarships
- In-kind donations
- Engage in classroom activities (speaking, lesson planning/participation)
- None
- Other (please list)

14. How interested would your company be in investing in education programs via scholarships or grants?

- Not interested at all
- Not very interested
- Moderately interested
- Very interested
- Extremely interested

15. How interested would your company be in supporting education programs by connecting with schools to engage in classroom activities or provide job shadows, company tours, etc.?

- Not interested at all

- Not very interested
- Moderately interested
- Very interested
- Extremely interested

16. How do you currently market jobs at your company/organization?

[check all that apply]

- Educational Institution Outreach
- Career Fairs
- Job Boards
- Marketing Campaigns
- Company Website
- Industry-related Websites
- Company Newsletter
- Industry-related Newsletter
- Internships/Externships
- Apprenticeships
- We do not market our jobs
- Other (please list)

17. If there were to be a dedicated public-facing Illinois Food & Agriculture Careers website, what pertinent information and resources should be included? You may select more than one.

- Food & agriculture industry description
- Career descriptions (including titles, day-to-day activities, salary info, degrees/certifications required)
- Education-to-career pathway opportunities
- Database of schools offering food/agriculture education in Illinois (high schools, trade schools, community colleges, 4-year universities, continuing education resources)
- Video spotlights of professionals and interns in the industry
- Types of food & agriculture companies in Illinois (with logos and descriptions)
- Links to company recruitment/internship/apprenticeship pages
- Other [please list]

18. How likely is your company/organization to utilize an Illinois Food & Ag Careers website if such a site were created?

- We definitely would not
- We probably would not
- We might or might not
- We probably would
- We definitely would

[option to elaborate]

19. How interested would your company/organization be in contributing career and resource-related content for an Illinois Food & Ag Careers website?

- Not at all interested
- Not very interested
- Moderately interested
- Very interested
- Extremely interested
- [option to elaborate]

20. How willing would your company/organization be to contribute financial support toward the development of an Illinois Food & Ag Careers website?

- Not willing at all
- Not very willing
- Moderately willing
- Very willing
- Extremely willing

[option to elaborate]

21. How interested is your company in increasing minority representation among employees?

- Not interested at all (skip to last question)
- Not very interested (skip to last question)
- Moderately interested
- Very interested
- Extremely interested

22. What demographics does your company/organization consider when categorizing minority representation of its full-time employees?

[check all that apply]

- Ethnicity (includes Hispanic)
- Nationality
- LGBTQIA
- Gender
- Disability
- Religion
- Race
- All of the above
- Other (please list)



23. What percent of your full-time Illinois-based employees are considered underrepresented minorities?

Do not include part-time or seasonal workers or employees eligible for employment due to having received a work visa.

- 0%
- 1-5%
- 6-10%
- 11-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%
- 61-70%
- 71-80%
- 81-90%
- 91-100%

24. What is your target growth for onboarding underrepresented minority employees in Illinois over the next 5 years?

- 0%
- 1-5%
- 6-10%
- 11-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%
- 61-70%
- 71-80%
- 81-90%
- 91-100%

25. How many staff does your company/organization have dedicated exclusively to diversity efforts?

- 0
- 1
- 2
- 3
- 4
- 5
- Other (please list)

26. To what extent are your company's recruiting strategies aimed at increasing diversity?

- Not at all
- Not very much
- To a moderate extent
- To a great extent
- To the fullest extent

27. What types of resources would your company/organization find valuable regarding diversifying talent pipelines and cultivating inclusive workplaces?

[check all that apply]

- In-Person Coaching/Training
- Webinar-based Coaching/Training
- Engagement with DEI Consulting Firm
- "How-To" Handbook
- None
- Other (please list)

28. Is there anything else that we should know about your workforce pipeline or the state of food & ag workforce development in Illinois? Please include things that you recognize as positive and/or negative aspects.

29. Please identify a representative that the Illinois Agri-Food Alliance (or a third party acting on its behalf) may contact for survey follow up if needed. Please include name and email address and/or phone number.