

A photograph of an urban rooftop garden. In the foreground, there are rows of green leafy plants, possibly chard, growing in a bed of dark soil. A wooden trellis structure is visible, supporting a net or mesh. In the background, there is a large brick apartment building with many windows. Further back, a city skyline is visible under a blue sky with white clouds, including a prominent tall skyscraper. A white greenhouse is partially visible on the right side of the garden.

# Growing Talent: Preparation of 21<sup>st</sup> Century Workforce for Fresh Produce & Floral

# WHAT IS:

# Center for Growing Talent



**WHY:**

**Center  
for  
Growing  
Talent**

- **Industry leaders' vision**
- **Predicted 'war for talent'**
- **Rate of "boomer" retirement**
- **Little to no knowledge transfer**
- **Little to no talent planning**

# Attract



67% Attracted

1000

Career Pathways



Immersion Academy

67



Internship pilot launched



# Develop





**Women's Fresh Perspectives**  
**1200+ conference participants**

A black silhouette icon of a woman's head and shoulders, wearing a collared shirt. It is positioned to the right of the text within the orange oval.

**Executive Leadership Exchange**

A blue word cloud graphic with the word 'Leaders' in the largest font at the top. Other words like 'Leadership', 'change', 'vision', and 'growth' are visible in smaller fonts. The graphic is set against a white background and is enclosed in a thin orange oval border.

**350+ Mentors Enrolled**

The 'Mentoring' logo consists of two stylized human figures in black, one slightly behind and to the right of the other, both with their arms raised in a gesture of support or achievement. They are positioned over a stylized globe of the Earth. The word 'Mentoring' is written in a sans-serif font, with the 'M' being significantly larger and overlapping the globe. The entire logo is enclosed in a thin orange oval border.

# Retain







Why do employers ....  
and **YOU**.... care?



**BY 2020**

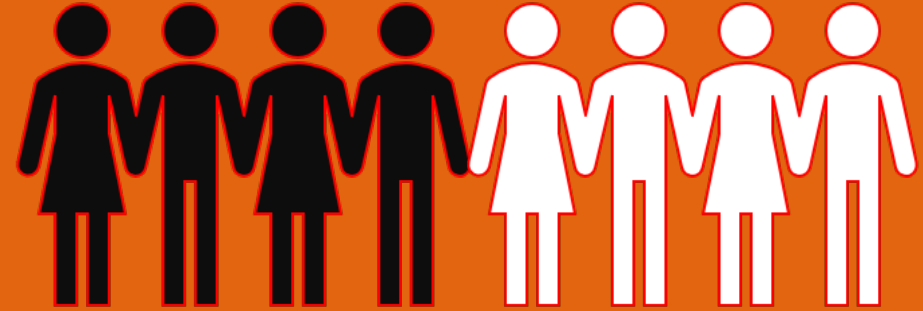
**Nearly 60% of the workforce  
will be Millennial or Gen Z**

- **35% Millennials**
- **24% Gen Z**

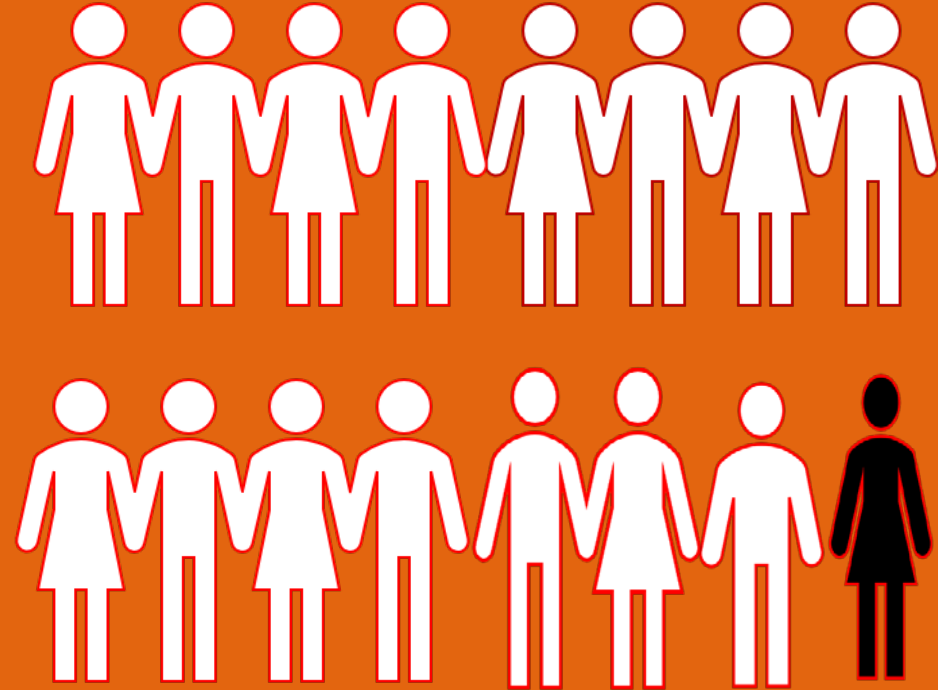
45% of all employees  
plan to stay for less than  
2 years



71% Employees  
looking for a new job



90% of highly educated millennials to leave their employee within 3 years<sup>1</sup>



<sup>2</sup> Job Hopping is the New Normal for Millennials, Forbes 2012

# Employers' Difficulty Filling Jobs:

- **64 % of Mexican employers**
- **36% of Global employers**
- **32% of US and Canadian employers**

Universities are educating the future  
employees who our companies will hire....

However...

Recruiters tell us something else...

When hiring, recruiters **often** place graduates in jobs unrelated to their degree.



# How often?

82%

- Frequently

18%

- Infrequently

2%

- Never

# Recruiters Say Students Can Improve By:

- **62% Become familiar with company**
- **60% Ask questions relevant to the position**
- **59% Watch body language**
- **57% Speak clearly about past experience**
- **55% Dress appropriately**

# CEOs Say Students Can Improve By:

- Teamwork
- Decision Making
- Problem Solving
- Workflow Planning
- Verbal Communication
- Information Processing
- Quantitative Analysis
- Career-Specific Knowledge
- Computer Software Skills
- Writing and Editing Reports
- Selling and Influencing

# What Universities Can Do

- **Support across discipline learning**
- **Cultivate career competencies & social capital through work-based learning**
- **Place teaching & learning at the heart of career competencies**

From the Department of:

**“This is Totally Unrelated to What I Have Been  
Talking About”**

**Margi’ Mini Survey of Produce Companies**

# Most Difficult Degree to Find Candidates

- Food Safety
- Agronomy
- Business Administration
- Engineers (Ag Focus)
- Supply Chain / Logistics
- Integrated Pest Management

# Most Difficult Jobs to Fill

- Operations Manager
- Warehouse Manager
- First Line Management
- Perishable Buyers
- Farm Operations
- Logistics
- Sales/Marketing

# Most Difficult Skills to Find

- Patience
- Pressure Tolerance
- Business Acumen
- “Long on theory/Short on Experience”
- Critical thinking
- Conceptualization / Analysis Skills





Thank You!