



GEAPS EXCHANGE

KANSAS CITY • 2022



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Internships for Small Companies



Hilary Worcester

MKC

Manager of Learning and Development





Internships for Small Companies



*Shared growth.
Shared success.*

10,000+
cooperative
member-owners

Footprint
stretches across
51 counties

Formed in 1965 through a
merger of
Buhler Cooperative Assn., the
Moundridge Cooperative
Elevator Association and the
Farmers Cooperative Association
in Groveland.

560+
Employees with
MKC, TMA and
Mid-West Fertilizer

34
MKC Locations

25 Mid-West
Fertilizer Locations



MKC CORE BUSINESSES



GRAIN



AGRONOMY



ENERGY



FEED



RISK MANAGEMENT

Gray
Tsunami



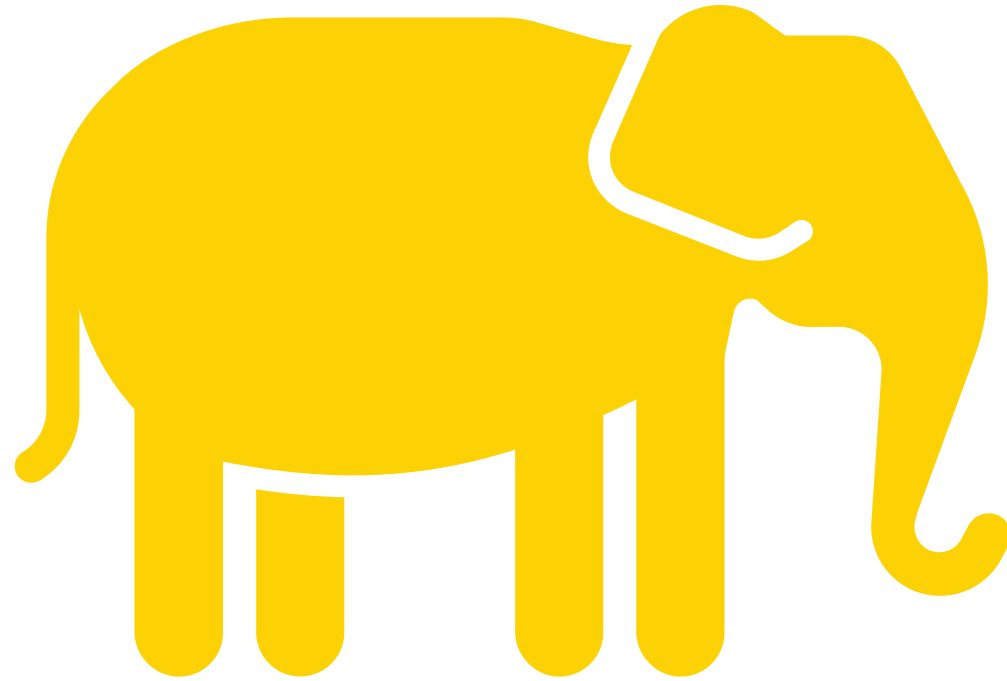
Great
Resignation



Great
Reassessment







A large yellow speech bubble with a pointed bottom, containing three questions. The background is a dark blue pattern of repeating stylized wheat stalks.

Who are you?

What might I do there?

Do I want that?



Community

Reputation

Culture



Pipeline building
benefits

Where are you now?

What do you want?

What can you do?

Getting started



“Where are you now?”

Weak structure

Passive participation

No clear outcomes



“What do you want?”

Expand pipeline of candidates

Improve retention rates

Decrease onboarding time



“What can you do?”

Show them the work

Connect to the value

Help them grow their skills

A yellow podium graphic is positioned on the right side of the slide. It has a wide base, a narrower middle section, and a small rectangular top. A yellow speech bubble icon is located in the top left corner of the slide.

Student outreach

Job shadow

Internships

Opportunities

A large yellow speech bubble with a pointed bottom, containing three questions. The background is a dark blue pattern of repeating stylized wheat stalks.

Who are you?

What might I do there?

Do I want that?



Student Outreach: Speaker

“Who are you?”

1-2 hours
Expand pipeline

- ♦ **Who:** Any age
- ♦ **What:** Provide classroom speakers on careers, agriculture
- ♦ **Why:** Tell them about the work → future curiosity
- ♦ **How:** Clear message, lead with why, targeted groups



Student Outreach: Tour

“Who are you?”

1-2 hours
Expand pipeline

- ♦ **Who:** Any age
- ♦ **What:** Tours at facility to show the work environment
- ♦ **Why:** Show them the work → future curiosity
- ♦ **How:** Build a tour plan, lead with “why”, high level



Job shadow

“What might I do there?”

1-4 hours
Expand Pipeline

- ♦ **Who:** Late high school → college age
- ♦ **What:** Shadowing employee in role of interest
- ♦ **Why:** Connect to employees and value, share our why, see the potential work tasks
- ♦ **How:** Build a plan, find great mentors, deliver experience



Internships:

“Do I want that?”

Summer
Improve retention

- ♦ **Who:** College age
- ♦ **What:** Work beside mentors on daily tasks, learn team dynamics, general technical & professional skills
- ♦ **Why:** Test fit for both sides, grow relationships and skills
- ♦ **How:** PLAN. Structure for success, deliver an experience



Internships:

“Collegiate Career Development”

Full year
Decrease onboarding

- ♦ **Who:** College age, post internship
- ♦ **What:** Deep dive into work tasks, culture and team integration, advanced technical & professional skills
- ♦ **Why:** Maintain momentum of growth, ramp up into future
- ♦ **How:** Clear goals, long term mentors



Internship: *“Professional Skills Accelerator”*

6 weeks
Expand pipeline

- ♦ **Who:** College age, pre-internship
- ♦ **What:** Meet once weekly to discuss a professional skills, once weekly with a mentor to understand the future
- ♦ **Why:** Grow skills needed, connect them pre-internship
- ♦ **How:** Build out skills & conversations, short term mentor

A yellow podium graphic is positioned on the right side of the slide. It has a wide base, a narrower middle section, and a small rectangular top. A yellow ribbon or banner is draped across the front of the podium.

Student outreach

Job shadow

Internships

**First-year retention:
95%**
**National average:
50%**

A yellow podium graphic is positioned on the right side of the slide. It has a wide base, a narrower middle section, and a small rectangular top. A yellow ribbon or banner is draped across the front of the podium.

Student outreach

Job shadow

Internships

**Five-year retention:
88%**
**National average:
45%**





**Where are you
going to start?**





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KANSAS CITY • 2022

We want your feedback!

Download the “*GEAPS Exchange*” app to take the session survey.

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SAVE THE DATE!

FEBRUARY 25-28, 2023
Kansas City Convention Center
Kansas City, Missouri



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