



7 Secrets of Effective Farmers Webinar Series: Labor Management

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Labor Management

The Run Down

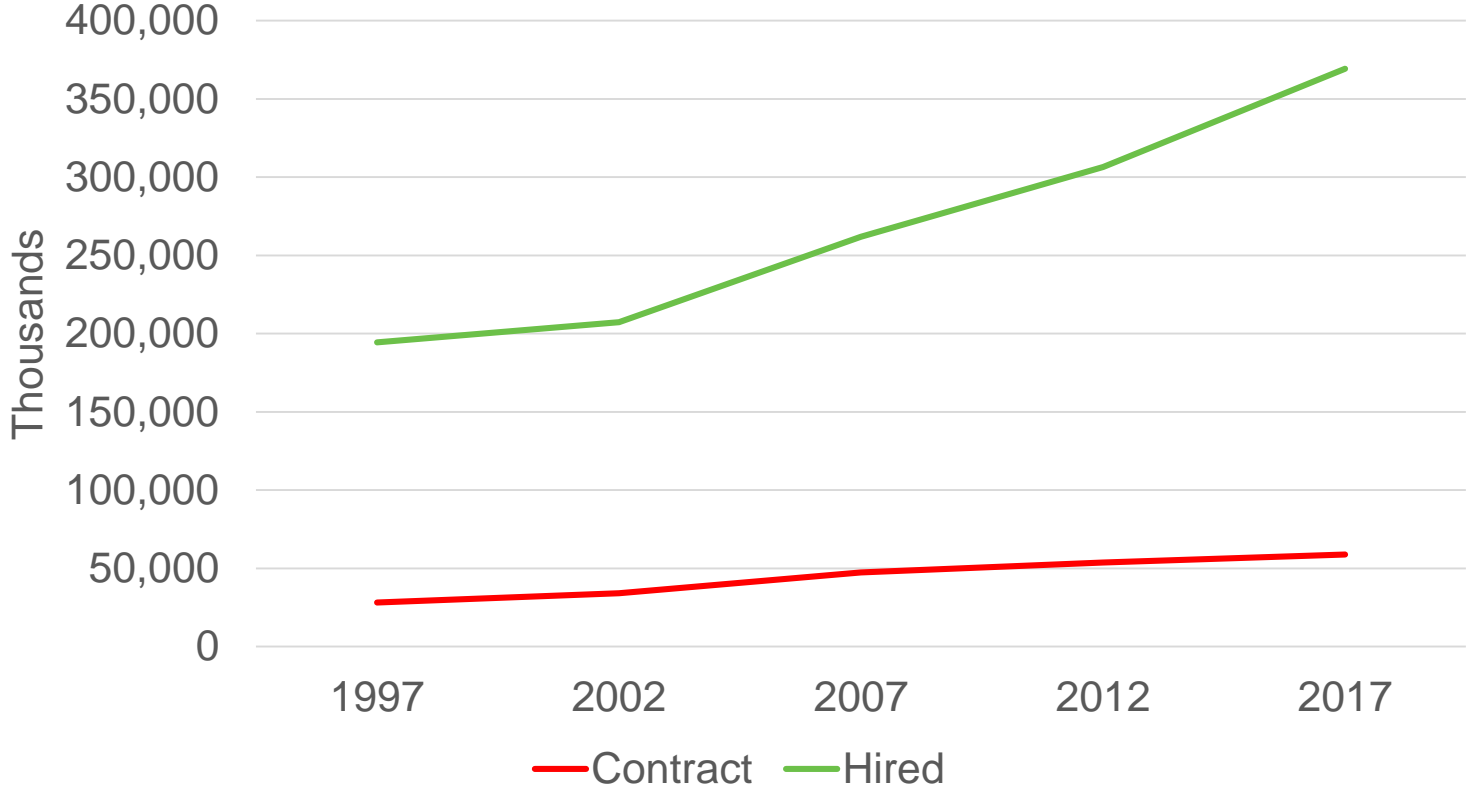
- Quick TN Stats
- Broad topics
- Some common issues
- Some common solutions
- Discussion/Questions

Stats

EXPENSE, MEASURED IN PCT OF
OPERATING EXPENSES



EXPENSE, MEASURED IN \$



Year	Number of Hired Workers	Number of Operations
2002	53,712	17,223
2007	45,716	14,575
2012	42,737	15,071
2017	40,056	14,170

- Fewer workers throughout the years
 - Fewer Farms
 - Some consolidations
 - Exiting the Ag Sector
- Even though Number of hired workers has decreased the expense has gone up in terms of % of expenses and in total dollar amount
- Signals that managers and owners realized more money was needed to operate

Principles

- Availability
 - Accountability
 - Sustainability
-
- 20k or employ 10 or more employees.
 - *TN Handbook for employers (pg. 23)*

Availability

- Not every person can do everything
 - Operations
 - Educated
 - H2A
 - Interns
 - ✓ Be sure to know laws
-
- Recruitment
 - Slaughter plant



Ranch Manager: Wagonhammer Ranches

✍ KING RANCH INSTITUTE / 📅 AUGUST 27, 2020 /
📌 RANCH MANAGER JOB LISTINGS / 💬 LEAVE A COMMENT

Position Title: Ranch Manager

Name of Ranch/Business: Wagonhammer Ranches

Location: Bartlett, NE

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Accountability

- Show up everyday
- Trustworthy
- Dependable



- Same from the manager/owner

Sustainability

- Can Ag enterprises maintain a workforce and not let them slip away
 - Construction, municipal
 - Age out
 - Pandemic
 - Insurance
 - Workers Comp



Solutions to Maintaining the work Force

- Know what style of manager/ owner you are
 - Micro Management
 - Let go the Reins
 - Middle
 - Color test, 360
- When searching, be as transparent as possible
 - Responsibility specifics
- Continuously work to understand your employees
 - Besides bonuses.....
 - Birthdays, Family events
 - Invite them
 - Awards/recognition

Creative solutions

- Besides insurances

Number of Employees Supervised: 7

*Estimated Salary: Base wage is negotiable depending on experience.
Benefits include health insurance for the family, HSA, house & utilities,
generous retirement plan, cow revenue sharing agreement, bonus plan, beef.*

- Crop-sectioned off acres
 - Use of equipment
- Hire multiple people from a family
 - Barn help



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