

Content Area:

Reading, Writing, and Communicating, Career Discovery

Grade/Age:

2nd - 5th Grades

Tags:

Career, Animal Sciences, Poultry, Poultry Industry, Jobs, Chickens, Agriculture, Animal Production, Topic Research, Public Speaking

Learner Outcomes:

- Knowledge of poultry industry & career paths
- Ability to work in teams to research a unified topic
- Delegation of work
- Oral presentation

Colorado Academic Standards:

Reading, Writing, and Communicating

2.1.2. Deliver presentations while maintaining focus on topic and be prepared to discuss.
3.4.1. Gather, interpret, and communicate information discovered during short research projects.
5.4.1. Research to locate, summarize, synthesize and document information from print and digital sources, and communicate findings appropriately.

Success Indicators:

Students can:

- Site specific career paths within the poultry industry.
- Research career paths using a variety of sources (Internet, print, media, etc...)
- Identify if careers are directly or indirectly involved in industry.
- Delegate tasks between team members.
- Prepare and present a short oral report.

Careers in the Poultry Industry

BACKGROUND

Now that students have completed their experiments with poultry incubation, lets explore the career opportunities that are available to them in the poultry **industry**.

The poultry industry is one of the most successful sectors in agriculture. From backyard flock raising to large scale meat and egg production facilities, US poultry farmers strive to provide nutritious, wholesome, high quality products both nationally and around the globe. Additionally, there are many other career paths that **indirectly** support this increasing industry. Overall, the industry seeks to employ the most advanced scientific technology available and is constantly seeking new methods to ensure **wholesomeness** of products and enhance quality for the **consumer**.

OPENING QUESTIONS

1. What is the definition of an Industry?
2. What different types of jobs can you list that you think might be **directly** involved with the poultry industry?
3. What different types of jobs can you list that you think might be indirectly involved with the poultry industry?
4. What do you think it means when we say an industry is **Vertically Integrated**?

HISTORY OF THE INDUSTRY

1800s - Early 1900s

- The poultry industry consisted mainly of back yard flocks. Turn of the century entrepreneurs began selling young birds for meat and eggs to their local communities.

1920s - 1930s

- Development of the Broiler - a chicken variety primarily raised for meat production. Mrs. Wilmer Steele of Sussex County, Delaware is credited as the pioneer commercial broiler chicken producer (1923)¹.

1940s - 1960s

- Feed mills, hatcheries, farms, and processors were all separate entities in the early industry. The consumer called for more **consolidation** during production, thus *vertical integration* took place in the poultry industry.

In 1949, the USDA offered a voluntary grading program for poultry to assure consumers of quality products². However, Federal inspections of boiler chickens became mandatory in the 1950's³. **Brand naming** also became popular for marketing purposes.

1970s and Beyond

- The Poultry Industry evolved into its modern state with the implementation of nutritional discoveries, disease eradication programs, genetic improvements through traditional breeding, and mechanization and automation technologies. Chicken (Meat) consumption surpassed pork consumption in 1985 and beef consumption in 1992⁴.

^{1,2,3,4} U.S. Chicken Industry History. (n.d.). Retrieved August 15, 2019, from <https://www.nationalchickencouncil.org/about-the-industry/history/>

EXPERIENCE - Part 1

Have students pair up in groups of 2-3 (depending on access to computers) at a computer station. You can also use Agriculture Magazines, Newspaper Articles, Books, Advertisements, etc... if computers are not available.

Hand out 1 Poultry Career Investigation career card (**Appendix A**) to each group. Do not hand out the Career Explanation card (Lower note card). Use this as a prompter if students need help in their career investigations or in the question time below.

Say to Groups:

Now it's your turn. Each group has been given 1 Poultry Career Investigation card. In your teams, use the computers and materials provided to find out as much as you can about the career that has been assigned to your group. Questions you should be able to answer include:

1. What are the responsibilities of this position?
2. What type of education should someone have for this position? (College Degree, High School courses, etc..)
3. Is the position directly or indirectly involved in the Poultry Industry? Explain.
4. What type of salary does this position typically earn?
5. Make sure to include any fun facts you learned about this position!

Your group will have 15mins to gather as much information as possible about your assigned career.

Students should be encouraged to look at multiple sources when researching their career paths. Sites that might be useful include:

- ⇒ www.agexplorer.com
- ⇒ Job Posting Sites like Indeed.com, AgCareers.com
- ⇒ www.nationalchickencouncil.org
- ⇒ www.nal.usda.gov/poultry-and-poultry-production
- ⇒ University "edu" pages with Poultry Programs

EXPERIENCE - Part 2

After students have investigated their Poultry Industry career path, groups should prepare an oral presentation about the career path they researched.

Requirements for the oral report include:

- Students must include the answers to all activity 1 questions in their report. Fun facts should also be included.
- Each person in the group must participate in the oral report
- Oral report should be 2-3mins in length
- Students will have 1 additional minute to receive questions from the class if needed

Tip: Try splitting up the questions your team researched between your group for equal participation.

Once the class has prepared their oral reports, allow time for each group to present. Listen for groups who not only answered all questions but who also researched above and beyond the provided stimulators. Listening students should have an opportunity to briefly ask questions at the end of each presentation.

SHARE

Questions you might consider asking the group as a whole:

- What was the easiest part about researching the career path? Hardest?
- What did each of your teammates do during the investigation?
- How did you decide who would do what in your team investigation?
- How did you decide who would speak on what topics for the oral report?
- What did your group do when the career path was difficult to research?

4-H Life Skills:

- Contribution to group
- Cooperation
- Critical thinking
- Teamwork

4-H SET Abilities:

- Collaborate
- Communicate
- Compare
- Interpret/Analyze/Reason
- Organize
- Question
- Use Tools

Time Needed:

- 45-60 Mins.

Split into two class sessions if additional activity is used.

Materials:

- Agriculture Magazines, Articles, Ads, Books, Etc. with poultry industry career information
- Computer
- Internet Access
- Notebook Paper
- Writing Utensils

Vocabulary:

Brand Naming
Consolidation
Consumer
Contracted
Direct
Indirect
Industry
Vertical Integration
Wholesomeness

PROCESS

Questions you might consider asking the group as a whole:

- How will learning to look up careers and job descriptions help you in the future?
- What did you learn about researching and organizing your research into a short oral presentation?
- How will presenting information in public help you be more successful at communication in the future?

GENERALIZE

- How has this activity encouraged you to look deeper into future career paths in the agriculture industry?
- What job's that we have talked about would everyone be interested in having one day?

TAKE IT A STEP FURTHER: Activity 2

Vertical Integration consists of a business entity who owns or operates in several or even all of the steps of the industry. Vertical Integration helps streamline the production process and aims to produce a higher quality product for the consumer by controlling all the steps in between. See Appendix B for an example of a vertically integrated system.

In this activity, students will be asked to develop their own vertical integration systems for producing a final product for market. Students may choose any product they would like but encourage them to choose products that have several steps of production. You may limit them to Ag products only if needed.

Say to Group:

Break out your creativity. Your challenge is to create your own vertical integration system. Remember vertical integration means that a company owns or is involved in several or all of the steps of production.

With your team, decide on a product (*Here is where you can limit students scope of products if you choose to*) that has multiple steps of production. Each team will be given a poster board and writing/drawing materials.

Once your team has agreed upon a product to integrate, brainstorm together about the different steps involved in your product's creation. Each step should have a job or career title associated with it. Don't forget that all production systems have direct and indirect career associations; be sure to list when and where outside people or positions might need to be **contracted** (hired temporarily) to help produce or increase the quality of your team's product.

On the poster board, draw out the steps your product takes from raw material (Beginning) to final product that the consumer will buy. List out the steps and the jobs that are associated with each step either directly or indirectly.

Your team's overall goal is to have a well thought out, vertically integrated system of people working together in different capacities to produce your target product.

Once posters are completed, have an informal show and tell with the groups.

Questions you might consider asking the group as a whole:

- How did your group decide on a product to produce?
- What type of people would you hire to help create your final product?
- What was easy about vertically integrating your product? What was difficult?
- What are benefits of vertically integrating a product? What are some negatives of vertical integration of products?
- Is there anything else your team needs to start building this product?

Career Connection:

For more information on career exploration for Colorado students, visit www.collegeincolorado.org

Visit www.click2sciencepd.org for resources to help you engage students in STEM learning experiences.

Materials:

- Drawing Utensils
- Poster Board
- Optional: Instructor might have example products available that students are limited to choose from

TERM AND CONCEPT DISCOVERY

At the completion of this lesson plan, students should be able to:

1. List key historical facts about the poultry industry.
2. Identify multiple direct and indirect career paths related to the poultry industry.
3. Work with both internet based and print based materials to explore and research career areas of interest.
4. Present their research findings orally to the classroom.
5. Work with classmates to divide up assignments and present materials equally.
6. Additional Activity - Explain the concept of vertical integration of a product.
7. Design their own unique system of vertical integration based upon their understanding of careers involved in each step of the process.

Students should also be able to understand and use vocabulary words including:

- **Brand Naming:** A name given by the maker to a product or range of products, especially a trademark.
- **Consolidation:** Combine (a number of things) into a single more effective or coherent whole.
- **Consumer:** The person purchasing an animal or product.
- **Contracted:** An employee that is hired for a specific job at a specific rate of pay usually for a specific period of time.
- **Direct:** Involved with the process or production on a daily basis.
- **Indirect:** Involved with the process or production on an as needed basis. Provides expertise or inputs that help promote the process or production. May also consist of contract labor.

APPLY

Final discussion questions to ask your students.

- How can you use what you learned in this lesson about careers?
- How can you apply researching careers in the future?
- How did activity 1 encourage you to look more closely at Ag career paths?
- How did activity 1 help you navigate different sources to identify details about your target career?
- In activity 1, how did your team work to organize and present your topic to the class?
- How did activity 2 change your thinking about how products are made from start to finish?
- How did activity 2 challenge you to think about the jobs and people who help get a product to market?
- What careers are you interested in learning more about after these activities?

Supplemental Information

REFERENCES:

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Vertical Integration. (n.d.). Retrieved August 19, 2019, from <https://www.nationalchickencouncil.org/industry-issues/vertical-integration/>

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APPENDIXES:

- A: Pages 7 - 21: Poultry Industry Career Investigation cards with Career explanation guides for instructor
- B: Page 22: Poultry Industry Vertical Integration example document

CAREER TITLE:

Chicken Hatchery Manager

CAREER TITLE:

Chicken Hatchery Manager



SHORT DESCRIPTION

Hatchery managers oversee all aspects of a poultry hatchery. This includes the management of personnel, eggs and equipment. They manage and coordinate, through supervisory personnel, hatchery activities such as egg pickup and delivery, care, incubation and hatching, grading, vaccination, preparation and shipping of chicks.



EDUCATION



A bachelor's degree in animal or poultry science is required. Masters Preferred

SALARY



Average \$75,000.00 Annual Income

DAILY RESPONSIBILITIES

- Manage and coordinate hatchery activities
- Oversee quality assurance program
- Monitor facility equipment and repairs
- Oversee hatchery sanitation
- Keep a current knowledge of industry trends
- Manage animal welfare program
- Plan and oversee hatchery budget
- Comply with all company policies and animal welfare guidelines
- Manage chick care, maintenance, packing and transfer activities
- Manage and maintain weekly hatch schedules
- Direct supervision of employees

CAREER TITLE:

Poultry Farm Worker

CAREER TITLE:

SHORT DESCRIPTION

A poultry farm employee assists in daily operations on the farm. This can include checking birds, collecting eggs and feeding. Additionally, they also perform routine maintenance on the house and watering/heating system as needed. They also utilize proper bio-security standards when entering and exiting houses.



EDUCATION



A high school diploma is required. Although it is not always required, an associate degree in animal science or animal husbandry would be recommended.



SALARY

Average \$26,000.00 Annual Income

Poultry Farm Worker



DAILY RESPONSIBILITIES

- Ensure birds have access to food and water
- Walk through the house to identify sick or injured birds
- Utilize proper bio-security standards when entering and exiting houses
- Assist with egg collection, washing and sorting (on a layer farm)
- Assist with putting eggs in cartons (on a layer farm)
- Control temperature of houses for ultimate bird comfort
- Conduct maintenance on the house and watering/heating system as needed
- Control house lighting to meet bird needs
- Maintain high standards of animal welfare

CAREER TITLE:

Bio-Security Monitor

CAREER TITLE: Bio-Security Monitor

SHORT DESCRIPTION

Bio-security monitors (or bio-security surveillance officers) undertake the full range of bio-security inspection duties. They are especially concerned with controlling pests and the spread of disease to animals, plants or the environment.

Bio-security monitors inspect and monitor cargo, animals, plants, land, water and products for pests, and screen documents and imports to determine biosecurity status.

EDUCATION



A bachelor's or master's degree in environmental science, plant science, entomology or ecology is required.

DAILY RESPONSIBILITIES

- Inspect and monitor cargo, animals, feed, land, water and products for pests
- Remove and destroy pests or arrange for them to be destroyed by pest control technicians
- Screen documents and imports to determine bio-security status
- Deliver animal bio-security surveillance activities to ensure quick identification of new and emerging bio-security threats
- Investigate chemical and contaminant incidents
- Sample agricultural produce, animal feeds and fertilizers for monitoring
- Educate the public about animal and plant pests and how to control them
- Remain in compliance with bio-security laws
- Prepare reports or charges against those non-compliant with bio-security laws



SALARY

Average \$46,000.00 Annual Income

CAREER TITLE:

Animal Bio-technologist: Reproductive or Nutritional Specialist

CAREER TITLE:

Animal Bio-technologist: Reproductive or Nutritional Specialist

SHORT DESCRIPTION

An animal bio-technologist studies the impact of nutrients in feed and/or animal reproductive processes to develop methods for improved animal health and more efficient production. They can be responsible for the daily insemination, heat detection and reproductive maintenance of a herd, while also monitoring animal nutritional plans and feed combinations. Animal bio-technologists will also provide technical information to veterinarians or related animal health personnel and maintain records of procedures and farm calls.

EDUCATION

A master's degree in animal or poultry science or related major.



SALARY



Average \$53,378.00 Annual Income

DAILY RESPONSIBILITIES

- Provide technical information to veterinarians or related animal health personnel
- Maintain records of procedures, farm calls and emergencies
- Perform routine maintenance and sterilization of equipment and machinery
- Attend training programs and education workshops to ensure customer satisfaction
- Analyze client needs and develop nutritional plans for their animals
- Develop and test new feed supplements for farmers
- Assess new nutritional products and feed combinations
- Investigate nutritional disorders
- Customize ingredient blends and management programs
- Monitor feed formulations to meet standards and quality control regulations
- Evaluate chemical and nutritional value of feeds and feed supplements
- Coordinate research trials
- Initiate and support patent applications for securing new products
- Ensure health, safety and environmental procedures and regulations are put in place and followed

CAREER TITLE:

Embryologist

CAREER TITLE:

Embryologist

SHORT DESCRIPTION

An embryologist provides reproductive services and research in the areas of embryo creation, IVF (in vitro fertilization), cloning and transgenic animal production. Additionally, they coordinate and schedule farm trips for retrieval of animal eggs and sperm. They will also assist veterinarians when necessary and will participate in new product creation by serving as a consultant.

EDUCATION

A bachelor's or master's degree in animal reproduction, animal science or biology is required to become an embryologist.



SALARY



Average \$39,000.00 Annual Income

DAILY RESPONSIBILITIES

- Prepare embryos for research purposes
- Perform IVF, artificial insemination, cryopreservation of embryos and embryonic transfer
- Coordinate and schedule farm trips for retrieval of animal eggs and sperm
- Set up filters and supplies used during the collection of embryos
- Accurately grade embryos according to protocols
- Freeze embryos for storage in liquid nitrogen
- Monitor and fill nitrogen storage tanks when needed
- Perform oocyte searching and evaluation for IVF
- Monitor and record temperatures
- Maintain, clean and label collection vessels
- Maintain embryo inventories
- Complete documentation of pertinent information
- Reorder supplies when needed
- Assist veterinarians when necessary
- Participate in new product creation by serving as a consultant
- Perform quality control of embryology media

CAREER TITLE:

Feed Mill Manager

CAREER TITLE:

Feed Mill Manager

SHORT DESCRIPTION

Feed mill managers are responsible for overseeing the production, quality, costs and safety of the mill that produces feed for animals. They keep inventory of feed ingredients and order as needed and handle customer questions and complaints.

Additionally, they ensure all employees are trained on safety and continue to stay up-to-date.

EDUCATION

A bachelor's degree in agriculture, animal science, poultry science or feed mill management.



SALARY

Average \$76,000.00 Annual Income

DAILY RESPONSIBILITIES

- Review production records
- Schedule feed production
- Keep inventory of feed ingredients and order
- Test and review feed/grain quality
- Schedule employee shifts and keep track of employee time
- Handle customer questions and complaints
- Evaluate operating procedures
- Set quality assurance standards
- Prepare and monitor monthly, quarterly and yearly budgets
- Stay up-to-date on new technology and ways to make process improvements
- Train new employees
- Ensure all employees are trained on safety
- Maintain filling equipment and other equipment needed to perform duties



CAREER TITLE:

Food Animal Veterinarian

CAREER TITLE:

Food Animal Veterinarian

SHORT DESCRIPTION

A veterinarian prevents, diagnoses, treats and researches illnesses in food production animals such as cattle, swine, poultry and fish. They monitor animal performance and provide regular feedback via performance management reports. They provide technical expertise in health management, including bio-security, disease identification and prevention.

EDUCATION

A doctorate of veterinary medicine is required. A bachelor's degree in animal science, biology, chemistry, animal nutrition, zoology or other related majors is required before being accepted to a doctoral program.



SALARY



Average \$87,122.00 Annual Income

DAILY RESPONSIBILITIES

- Provide health care for livestock and poultry flocks
- Examine animals to determine nature of illness or injury
- Diagnose and treat injuries
- Monitor animal performance and provide regular feedback
- Provide technical expertise in health management
- Research new diseases, medicines and procedures
- Mentor veterinarian technicians regarding veterinarian medicine and animal related illnesses
- Test and vaccinate, prevent and control contagious animal diseases
- Ensure sanitary measures before, during and after all procedures
- Operate medical equipment
- Euthanize animals when necessary
- Provide preventative care to maintain animal health
- Document for each specific animal treated
- Oversee staff and office/business affairs

CAREER TITLE:

Livestock Hauler

CAREER TITLE:

Livestock Hauler

SHORT DESCRIPTION

A livestock hauler safely and efficiently delivers livestock from a farm to market or processing plant with animal welfare being the foremost concern. They are responsible for any and all needed maintenance on the tractor or trailer to be taken care of by the garage or maintenance personnel. Additionally, they must accurately complete delivery forms and forward the documentation for timeline processing. A willingness to work flexible hours is important.

EDUCATION

A high school diploma plus a Commercial Driver's License (CDL) certification is required.



DAILY RESPONSIBILITIES

- Drive livestock or poultry to and from market/slaughter house to farm
- Observe all regulations at all times
- Be responsible for maintenance on equipment
- Conduct a pre-trip inspection of the truck (tires, fuel, oil)
- Check the load before leaving
- Monitor the livestock's conditions on the trip
- Help load and unload truck
- Complete delivery forms
- Conduct a post-trip inspection of the truck (wash, fuel, tires)
- Comply with all Department of Transportation rules and regulations
- Maintain an excellent safety record

SALARY



Average \$37,000.00 Annual Income

CAREER TITLE:

Meat Inspector

CAREER TITLE:

Meat Inspector

SHORT DESCRIPTION

Meat inspectors examine meat products, such as beef, pork, seafood, poultry, etc., before packaging to ensure it is safe and that the processing follows quality-assurance regulations. Their work requires them to inspect live animals, game or poultry for any sign of disease. As they inspect cuts of meat, meat inspectors make sure that unfit meat is destroyed properly.

EDUCATION

A bachelor's degree in food science, microbiology or meat science is required.



SALARY



Average \$40,698.00 Annual Income

DAILY RESPONSIBILITIES

- Inspect and grade various types and cuts of meat
- Inspect live animals for signs of disease
- Ensure that unfit meat is destroyed properly
- Conduct post-mortem examinations on diseased animals
- Examine samples for bacterial or nondesirable excess material
- Prepare reports from test results
- Observe employees and daily procedures to assure standards are met
- Send animal tissue to lab for testing
- Perform quality control analysis
- Serve as the on-site liaison with regulatory officials
- Manage and perform maintenance inspections
- Ensure strict adherence to good manufacturing practices (GMPs)
- Manage vendor certification program
- Direct and perform shelf life inventory-related studies
- Manage labeling and nutritional labeling requirements

CAREER TITLE:

Sanitation Coordinator

CAREER TITLE:

Sanitation Coordinator

SHORT DESCRIPTION

Sanitation coordinators are responsible for all activities involved in maintaining the cleanliness of their assigned production area. Sanitation is a critical role in a well-developed food safety program, and the coordinator will also have an active role in preventing unsanitary situations in the workplace.

EDUCATION

A high school diploma is required and an associate degree in business operations, food safety or agricultural business is preferred.



SALARY



Average \$28,000.00 Annual Income

DAILY RESPONSIBILITIES

- Direct all daily sanitation activities within the processing plant
- Review insect monitoring records and trends
- Investigate any issues and recommend/complete corrective actions
- Work in conjunction with departments on sanitation tasks
- Facilitate corrective actions related to pest prevention and sanitation
- Facilitate spills and leaks policy
- Develop, implement, validate and make adjustments to master sanitation schedules
- Provide initial and annual training on proper sanitation practices
- Perform zonal inspections each week
- Inspect the entire facility once per month
- Assist in the cleaning of all infrastructure, weigh feeders and all parts of equipment
- Monitor and assure maintenance of sanitation equipment
- Interact with third-party auditors to facilitate food safety audits within the plant
- Focus on sanitation optimization as well as project design and verification

CAREER TITLE:

Office Manager

CAREER TITLE:

Office Manager

SHORT DESCRIPTION

Office managers within agriculture typically handle administrative and customer service duties within an office setting. They process business activities utilizing computers, prepare book-keeping packets, provide accounting reports and manage accounts receivable.

EDUCATION

A high school diploma is required, but an associate degree in business administration, accounting or a related field would be preferred.



SALARY



Average \$49,000.00 Annual Income

DAILY RESPONSIBILITIES

- Process business activities through computers
- Generate and review customer checks and buyer invoices
 - Prepare book-keeping packets
 - Provide accounting reports
 - Manage data entry and inventory
- Manage accounts receivable and set up new buyers
 - Process general administrative expenses
 - Process timesheets for hourly workers
 - Assist in collecting new-hire paperwork
- Support corporate office accounting departments
 - Provide excellent customer service
 - Provide support to managers
 - Recruit and hire seasonal labor
- Manage technology needs like software updates, virus protection, etc.
- Maintain office organization and purchase supplies

CAREER TITLE:

Marketing Specialist

CAREER TITLE:

Marketing Specialist

SHORT DESCRIPTION

A marketing specialist ensures that the appropriate communication messages and mediums are used to meet sales targets. They oversee the promotion of a company's or client's products or services, including the marketing of existing or new products or services. Additionally, they work with suppliers on training/education, pricing, inventory management, quality of communication pieces, reporting, trade shows coordination and more.

EDUCATION



A bachelor's degree in agricultural business, marketing, journalism, communications, education or business administration is required

SALARY



Average \$50,215.00 Annual Income

DAILY RESPONSIBILITIES

- Plan, develop and direct distribution of product
- Develop and execute marketing programs
- Develop a marketing strategy for the organization
- Be responsible for internal/external communications
- Coordinate and execute special events
- Work with suppliers to ensure distribution programs
- Create incentive programs for sales people and suppliers
- Monitor brand performance and use information gained to recommend actions
- Provide financial analysis and business planning
- Conduct market research on products
- Develop a marketing budget and adhere to outlined expenses
- Work with all other functions of the business to carry out business goals

CAREER TITLE:

Environmental Engineer

CAREER TITLE:

Environmental Engineer

SHORT DESCRIPTION

Environmental engineers investigate issues within the environment and design solutions in areas such as water and air pollution, and waste management. Additionally, they use scientific data and analyze naturally occurring environmental weather patterns to make recommendations for preserving habitats. They also provide training to fellow employees on environmental compliance practices.

EDUCATION

A bachelor's degree in agricultural, civil, environmental or chemical engineering is required.



SALARY



Average \$68,986.00 Annual Income

DAILY RESPONSIBILITIES

- Develop recommendations and regulations to prevent future issues with environmental pollution
- Use scientific data and analyze naturally occurring environmental weather patterns to make recommendations for preserving habitats
- Provide technical support in day-to-day operations of food, ethanol, oil and feed production
- Ensure compliance with environmental regulations
- Create company environmental management system and protocols
- Read and analyze topographical and geological data
- Implement company wide priorities for environmental stewardship
- Train fellow employees on environmental compliance practices

CAREER TITLE:

Poultry Grader

CAREER TITLE:

Poultry Grader

SHORT DESCRIPTION

Perform technical grading and inspections on poultry/poultry products to determine appropriate USDA grades. USDA grades for poultry are A, B, and C where A is highest quality and B or C graded poultry are usually further processed into other value added products.

DAILY RESPONSIBILITIES

- Assign a Quality grade of A, B, or C to all plant processed poultry carcasses
- Monitor commercial and government specifications to ensure plant compliance with formulation and processing standards
- Ensure maintenance of sanitation standards
- Train and monitor the work of authorized plant graders
- Sign off on all documentation that pertains to grading and inspection functions

EDUCATION

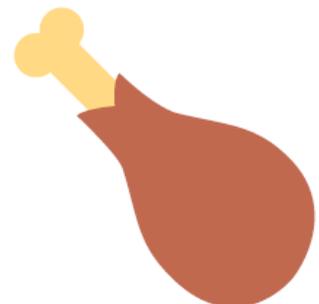


Training/coursework in poultry science, agriculture or related field is preferred along with work experience related to USDA Poultry Grading Regulations & Standards

SALARY



Average \$31,000.00 Annual Income



CAREER TITLE:

Egg Gatherer

CAREER TITLE:

SHORT DESCRIPTION

Egg gatherer's collect eggs on a daily basis from producing hens. They will collect, sort, clean and package eggs in flats. They also may be asked to remove dead birds, clean and sanitize floors, and do general care and maintenance around the facility.

EDUCATION

Knowledge/coursework in poultry science, agriculture or related field is preferred. High school diploma or Associates degree in Animal Science.



SALARY



Average \$25,000.00 Annual Income

Egg Gatherer

DAILY RESPONSIBILITIES

- Gather eggs daily
- Sort eggs for: Size; Clean or dirty; Miss-shaped; Chex or cracks
- Clean eggs as needed
- Stack eggs in flats
- Clean workrooms
- Empty trash
- Change dip pans daily and replace liquid
- Walk floors and slats to find eggs & dead birds
- Help maintain & clean ranch grounds
- Clean waterers
- Clean ceiling lights
- Transfer to other farms to work
- Clean up ranch between flocks
- Additional tasks as assigned

CAREER TITLE:

Meat Cutter/Butcher

CAREER TITLE:

Meat Cutter/Butcher

SHORT DESCRIPTION

Meat cutters may work with a variety of protein foods including Poultry, Beef, Pork, Lamb, and Seafood. Meat cutters often work in large convenience stores or specialty meat shops. They not only order and cut meats into highly desired cuts, but also work with individual customers to cut meat into specific measures for the client.

EDUCATION

Knowledge/coursework (Bachelors) in Meat Sciences or Animal Sciences beneficial. Must have knowledge of all phases of cutting for roasts, chops, steaks, burger stock, chicken, & fish.



SALARY



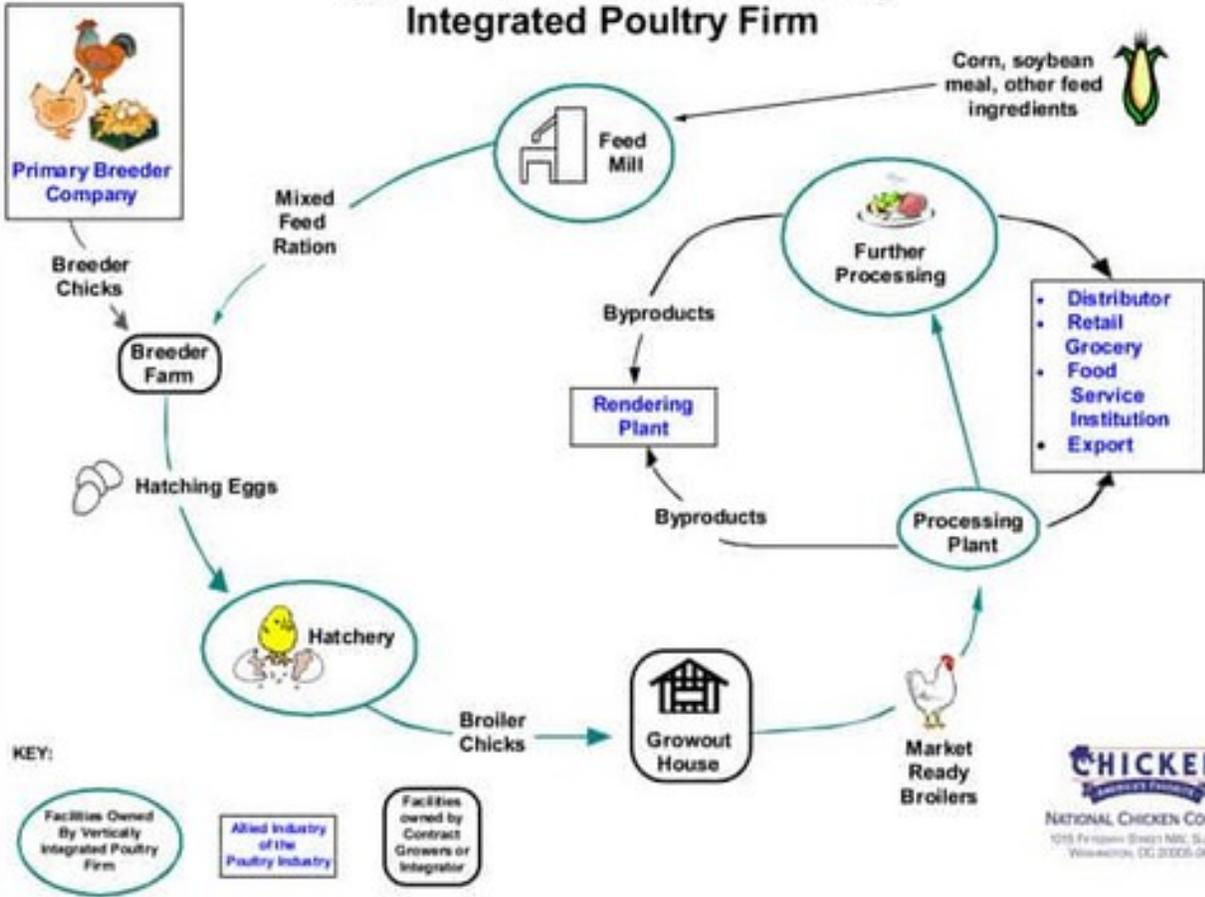
Average \$47,840.00 Annual Income

DAILY RESPONSIBILITIES

- Cuts meat to obtain the maximum amount of profit from all cuts.
- Cuts, trims, wraps, & displays all products handled through out the department.
- Cleans & maintains equipment, cases & coolers properly as per company guidelines.
- Utilize tools like meat saw, slicer, grinder & cutting knives.
- Often work in cold, damp conditions
- Orders, receives and processes (cutting & packaging) products
- Fulfill supervisory needs if managing trainees or clerk counter positions
- Customer Service

Appendix B:

Typical Operation of a Vertically Integrated Poultry Firm



Here's how it works today.