

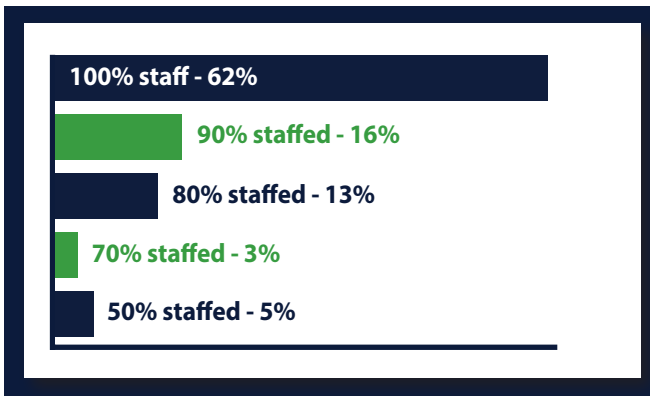
# Midwest Dairy Farm Employment Survey Summary Results

## Overview

This report contains the results of the Midwest Dairy Farm Employment Survey conducted by Agri-Business Consulting, LLC in the summer of 2021. The purpose of the survey is to benchmark basic employment compensation in a variety of key areas on today's operations. Producers can use this information to enhance their employee recruitment, retention and management efforts on their operations. Fifty Midwest farms participated in this survey.

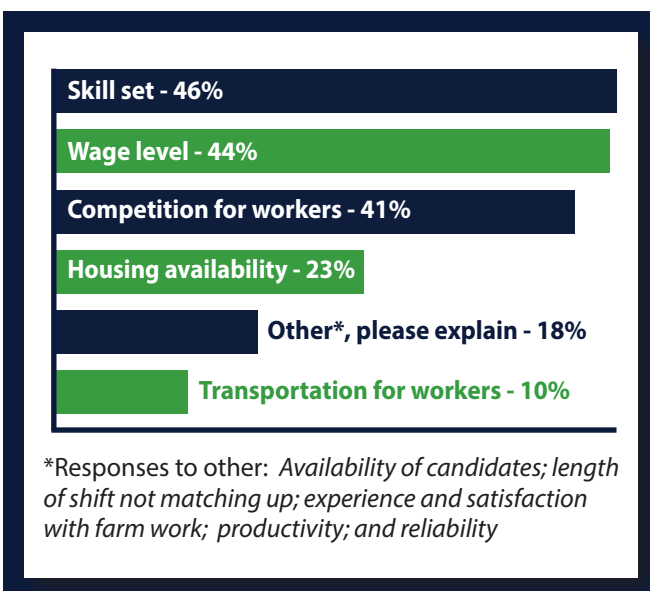
### Level of staffing:

The survey revealed that - although producers are finding hiring, training, and retaining quality employees to be a growing challenge - the majority are fully staffed.



### Greatest challenges in finding employees:

Respondents identified their top two challenges as the following:



### Employee longevity:

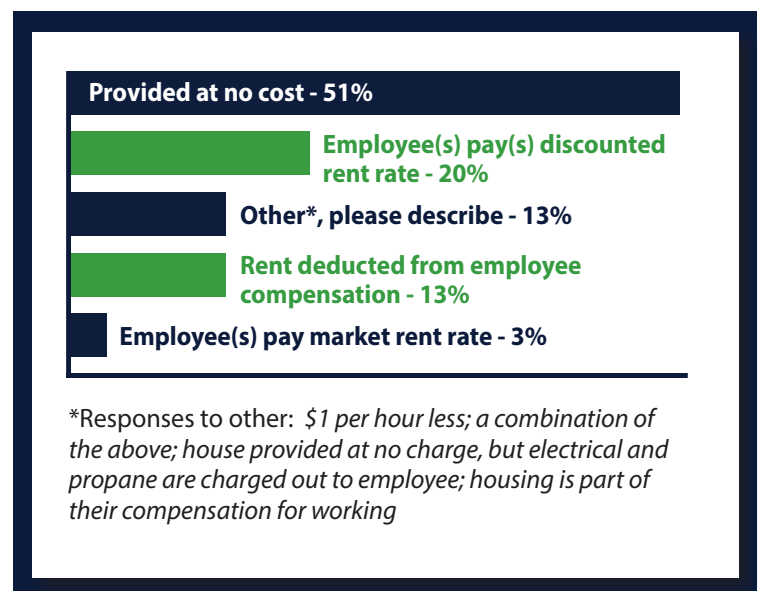
- Staff average >5 years on the job: 38% of farms
- Staff average 3-5 years on the job: 31% of farms
- Staff average 1-3 years on the job: 23% of farms
- Staff average <1 year on the job: 8% of farms

### Custom services:

Farms were equally split on whether they raised their own youngstock onsite or used a custom grower. The numbers for custom cropping and harvesting were also nearly equal with 51% using a custom services and 49% doing it themselves. There was greater diversity when it came to the application and transfer of manure: 71% of farms hire the work done and 29% do it themselves.

### Housing & compensation for housing:

71% provide housing for all or some of their employees. Employers are compensated in the following ways:



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## Results (continued)

### Compensation:

54% of farms compensate employees with an hourly wage. 42% have both salary and hourly workers. The remaining 5% pay via salaries only.

Here are the starting and average hourly wages for employees who work primarily in the following areas. The average, high and low wages are listed.

	Milking		Feeding		Herdsman		Calving/ maternity		Calf feeding/ care		Cropping/ custom harvesting		Mechanic/ equipment	
	Starting	Average	Starting	Average	Starting	Average	Starting	Average	Starting	Average	Starting	Average	Starting	Average
Average	\$11.80	\$13.71	\$14.40	\$15.95	\$16.32	\$17.61	\$13.21	\$15.16	\$12.92	\$14.63	\$14.58	\$16.18	\$16.73	\$18.70
High	\$15.00	\$17.50	\$24.00	\$24.00	\$25.65	\$26.00	\$16.00	\$20.00	\$17.00	\$22.00	\$20.00	\$25.00	\$25.00	\$28.00
Low	\$8.00	\$10.00	\$10.00	\$12.00	\$11.00	\$11.00	\$10.00	\$11.25	\$10.00	\$11.00	\$10.00	\$10.00	\$11.00	\$12.00

### Other ways employers compensate or reward employees:

- Bonuses (examples: milk production, milk quality, Christmas, year-end)
- A variety of different paid vacation options (examples: 5 days after 1 year, 2 weeks)
- Sick pay for salaried workers
- Free Internet, cable TV
- Use of farm vehicles, machinery and tools
- Health insurance (examples: full coverage, split coverage)
- Pretax clothing allowance
- 401(k)
- Holiday pay
- Pay or split pay for electricity
- Premium pay (examples: night shift, Sundays, bunker covering)
- Gifts of beef, pork, cheese and butter
- Personal touches (examples: bottled water, soda, gas cards, sweet corn, gift cards, occasional snacks)
- Celebrate their personal lives, including family events, birthdays, Christmas parties, employee lunches, etc.
- A good culture where they are treated well and provided a pleasant working environment
- Vehicle repairs
- Farm clothing
- Transportation for any of their needs
- Flexible schedules

## Contact Agri-Business Consulting, LLC

We look forward to helping you take the next step in your business. Our consultants have years of experience working in agriculture and banking and are detailed and passionate about what they do. They are trusted by the producers who work with them.



**Steve Maier** loves the dairy business and has served the industry as a consultant for more than 10 years. He shares his passion and more than 12 years of banking experience with farms to help producers navigate and plan for the future of their operations.

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**Rod Wautlet** has been working alongside producers since 1999. He brings years of dedication and expertise to farm businesses as they look to expand their operations and bring more generations into the family business.

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