
Title: A framework for the analysis of food and agriculture workforce capacity building in Michigan

Goal: Report the nature of industrial food and agriculture workforce capacity building in Michigan

Objective: Systematically observe the nature of industrial food and agriculture workforce capacity building in Michigan

Output: White Paper

Method
Qualitative (Literature review and analysis, Interviews)
Participant selection: Purposive

Main Question: What is the nature of the participant’s involvement with industrial food and agriculture workforce capacity building?

Interview Protocol:
- Introduce yourself and project
- Thank the participant(s)
- Reaffirm confidentiality with participant(s)
- Define key terms/(working definitions)
  - Food industry: Commercial system for producing, processing, manufacturing, storing and distributing food, fiber, biofuel, medicinals and other products necessary to sustain human, plant, and animal life.
  - Agriculture: An integrated system of plant and animal production practices (USDA, 2014).
  - Workforce: Pool of employed or unemployed people in a specified firm, industry or region.
  - Labor force: Pool of people available for employment.
  - Workforce development: An economic development based approach to increasing human capital (competencies, knowledge, skills, abilities etc.) to perform labor.

Sub-Questions for persons representing an organization(s):
1. Tell me about your organization/company/business.
   a. Probe
   b. Touch Points
2. Does your organization have specific responsibilities related to the food and agriculture industry?
   a. Probe
   b. Touch Points
3. Does your organization have direct involvement in food and agriculture workforce development?
   a. What do you think are the barriers to your organization addressing workforce issues?
   b. Probe
   c. Touch Points
4. Are there food and agriculture industry workforce development issues not being addressed that you think should be addressed by other organizations?
   a. What do you think are the barriers to these organizations addressing workforce issues?
   b. Probe
   c. Touch Points
5. Are there other organizations or people I should contact to learn more about this?
Key Note: Questions and/or methodology for people (workforce and labor force) to be created?

Workforce Labor Force: Worker: Looking for worker intentionality and workforce system component access, availability, and utility

Confidentiality
Approach: Survey and/or Face-to-Face questions:
- Tell me about your current job.
- How did you find out about the job opportunity?
- Tell me about the application process.
- Were you prepared for the job?
- Is the job what you thought it would be?
- Did [Area] play a role in preparing you for your job?
- Did [Touch Points] play a role in preparing you for your job?
- Do you receive the training you need to do your job?
- Is there a career path for you?
- Ask specific follow-up questions.
- Conclude interview and thank the participant.

Thanks!
<table>
<thead>
<tr>
<th>Area</th>
<th>Government</th>
<th>Education and Training</th>
<th>Industry</th>
<th>Placement</th>
<th>Membership Organizations</th>
<th>Foundations</th>
<th>Workforce Labor Force</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investigator(s) Assigned</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Probe Touch Points</td>
<td>Legislative/Policy e.g. Federal State Local</td>
<td>Agencies e.g. MDARD MWA (state) MEDC Other</td>
<td>Secondary Ed. e.g. Schools Districts</td>
<td>Higher Ed. e.g. 2-year 4-year</td>
<td>Training Orgs. e.g. Supply Systems: Production Processing Manufacturing Storage and Dist. Retail Hunger Relief</td>
<td>Firms e.g. Staffing Alternative Non Profit Other Agencies</td>
<td>Unions Associations All e.g. Philanthropy Private Corporate responsibility</td>
</tr>
<tr>
<td>Training</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>o Technical</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>o Soft</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Competencies/Skills</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Credentialing</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Research</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Evaluation &amp; Impact</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Messaging: Marketing and Communication</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Resources/ Cost</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Feedback to Investigators</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Feedback to Investigators</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Feedback to Investigators</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>