

# PLANNING FOR PROGRESS HANDBOOK

*preparation*

## **PLANNING 4 PROGRESS**

*participation*

*An advisor and student guide to enhance curriculum,  
survey the agricultural, food, and natural resources industry and  
to develop leadership attributes.*



AEM is the National  
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Career Progress

This guide is developed for students and advisors to use the PAS Planning for Progress Award Area activities and forms as a teaching and learning tool.

This systems approach process is not designed solely to assist participants in developing a winning contest strategy for the **P4P** sequence. Rather, this process is designed to enhance communication between students and advisors, students and industry leaders, students and other students, and students with other parties interested in this entire learning transaction. Please use this handbook to develop a winning strategy for career development, not just for the sake of preparing for an award area.

Using lesson plans and exercises when appropriate from Collegiate LifeKnowledge, this **P4P** handbook will focus on personal, career and community activities necessary to facilitate the development of a well-rounded citizen ready and capable of entering the workforce to provide economic growth to an area and demonstrate leadership for the agriculture, food, and natural resources industry.

The major objectives of this **P4P** handbook and the **P4P** process include:

- To develop leadership skills
- To enhance existing curriculum at PAS member institutions
- To assist PAS members in establishing meaningful – measurable goals
- To foster communication between students and industry stakeholders
- To increase participation of **P4P** at the local, state, and the national level
- To become competent in the management decision making process
- To gain a competitive advantage in the employment marketplace
- To facilitate the importance of the life-long learning process
- To promote the competitive spirit, and
- To Unite Education and Industry in Agriculture.

The **P4P** process begins by initiating the outlined procedure that follows.

# CAREER PLANNING PROGRAM



## OBJECTIVES

1. Explore career areas.
2. Identify personal and technical competencies for employment.
3. Develop a process to establish short and long term career goals.
4. Develop an educational training plan to achieve career goals.
5. Assist students in evaluating progress toward goal attainment.
6. Develop industry networking and interviewing skills.
7. Develop technical writing skills.
8. Unite Education and Industry in Agriculture.

## INSTRUCTION:

This is a suggested sequence of activities to incorporate a unit of study into existing curriculum or to develop a class project. It is advised that the following activities be completed during the first quarter/semester of enrollment in an agricultural, food and natural resources field of study. Career Planning is a first-year student activity.

### Activity 1: Planning a Career

- Establish rationale for career planning.
- Discuss objectives of career planning.
- Select or explore an occupational field based on individual interest.

### Activity 2: Career Choices in Agriculture

- Discuss considerations influencing career choices.
- Establish tentative career path.
- Research specific path chosen.
  - Competency or skill sets necessary
  - Educational training required
  - Advancement potential from entry level
  - Geographic location and demographic information

### Activity 3: Goals Discussion

- Discuss short and long term career goals as a measurement tool.

- Develop short and long term career goals based on discussion and conclusions from Activities 1 and 2.

Collegiate LifeKnowledge exercises:

Personal:

- Personal Goal Setting

Career:

- Getting Personal: Writing a Personal Statement

#### Activity 4: Conducting the Industry Survey

- Hand out blank copies of Career Planning application from National PAS handbook on cd or the National PAS website.
- Review interview techniques.

Collegiate LifeKnowledge exercises:

Career:

- Asking Interview Questions
- Interview Etiquette

Personal:

- Effective Listening Skills
- Identify and select occupation(s) of interest (7 Career Planning Areas).
- Identify industry representatives to interview (minimum of 3).
- Encourage all students to use the Career Planning form to complete the occupational survey of industry professionals – class assignment or term project may be a beneficial method of personal evaluation.
- Based on interviews, identify competencies needed for occupation success.

Collegiate LifeKnowledge exercises:

Career:

- Building a Career Network
- The Top 10: Qualities Desired by Employers
- Dressing For Success
- Writing Thank You Letters

## Community

- Unlocking the Potential of the Community: Identifying Key Individuals and Groups
- Mentoring and Being a Mentor
- Finding a Mentor and Being a Mentee

### Activity 5: Results Discussion

- General class or individual discussion on the skills and competencies required for success in specific occupations or industry sectors.
- Identify competencies common to a variety of occupations through group interaction.

### Activity 6: Goal Identification, Measurement, and Timeframe

- Following industry interviews establish individual competencies.
- Re-evaluate short term goals. Adjust if necessary.
- Re-evaluate long term goals. Adjust if necessary.
- Review Collegiate LifeKnowledge exercises as needed.

### Activity 7: Complete the Project

- Advisor/Advisee conference.
- Complete the Career Planning application in a word processed format.
- Identify courses and types of occupational experience settings to achieve goals and develop knowledge base from competency list.
- Finalize the initial career plan.

#### Collegiate LifeKnowledge exercises:

- Brushing Up On Your Grammar, Spelling, and Punctuation
- Writing Effective Letters, Memos, and Reports
- Time Management

### Activity 8: Information dissemination

- Utilize completed form as a course project or class assignment.
- Use a formal procedure (public speaking) to explain career plan.
- Gather feedback from mentors, advisors and peers.

### Activity 9: Participate in Local and/or State Career Planning Award Area Event

- Encourage students to participate at the local or state competitive event level using the Career Planning application.
- Utilize advisor or judge feedback to make changes to the Career Plan, the application and to prepare for using the application for PAS National Conference activities or to include in a learning or career portfolio.

### Activity 10: Participate at the National PAS Conference

- Encourage students to participate at the National Conference.
- Contact National Award Area Event Coordinator about any questions relating to participation, rules, etc.

Collegiate LifeKnowledge exercises: (review)

#### Career

- Dressing For Success
- Writing Thank You Letters
- Utilize advisor or judge feedback to make changes to the Career Plan, Goals, Competencies, the application and to prepare for using parts of the application for inclusion in a learning or career portfolio and to serve as the basis for the Career Progress application for future use.

### Activity 11: Explain the relevance of Career Planning to Career Progress.

## **Career Planning Event and Application Rules**

The Career Planning portion of this program involves a cooperative effort between student, educational institution and agricultural businesses and industry.

Using the Career Planning Occupational Survey Forms, each participant studies agricultural occupations to gain an understanding of the tasks performed by workers and to discover what knowledge is needed to perform these tasks. Increased knowledge, technical skills and leadership/human relation skills required for advancement are emphasized. Based on the interviews, the student will develop his/her individual career and personal goals.

**Career Planning and Career Progress will have the exact same event titles.**

- A. Agricultural Education Systems**
- B. Agribusiness Management & Marketing Systems (non-Retail)**
- C. Animal Systems – Two separate categories, participants must choose one.**
  - Animal Systems Ruminant Animal**
  - Animal Systems Non-Ruminant Animal**
- D. Horticulture, Environmental & Natural Resource Systems**
- E. Plant Systems**
- F. Power, Structural, & Technical Systems**
- G. Retail Agribusiness Systems**
- H. Agricultural Processing and Biotechnology**

**\* Please note that Animal Systems has two, completely separate events.**

## **Registration – General Information – Rules**

### **For State Advisors and Certifying Staff**

Pre-registrations and certifications are due to the National PAS Executive Director by the due date set by National PAS. **Only four (4) participants per state will be allowed to participate per Career Planning award area event.**

### **For Student Participants at National Conference**

Individual registration will occur at the national conference during the Career Planning orientation. Applications must be submitted during that orientation. Do not turn in the application at the conference registration desk. The specific time for the Career Planning orientation session will be listed in the conference program.

The Planning portion of this Planning for Progress program involves a cooperative effort between student, educational institution and agricultural businesses and industry.

Using the Career Planning application and Occupational Survey Forms, each participant studies agricultural occupations to gain an understanding of the tasks performed by workers and to discover what knowledge is needed to perform these tasks. Increased knowledge, technical skills and leadership/human relation skills required for advancement are emphasized. Based on the interviews, the student will develop his/her individual career and personal goals. Please use the Planning for Progress Handbook (P4P) for guidance and a step by step "how to" for this award area.

A Career Planning Program area will be held for each of the **8 areas** listed on the Planning for Progress chart. Please note that Animal Systems has two specific and different categories. A student can only participate in one Animal System category.

## General Rules

Participants will be eligible to compete in only one Career Planning Area at the national level. **THIS IS A FIRST-YEAR STUDENT EVENT.**

The application form required for Career Planning is provided in the PAS handbook and website and must be completed by each student. Use of any other form will subject the participant to a 15% deduction (30 points) in total points possible for scoring. In the event of a computer form or printer malfunction, it is instructed that the CPA coordinator provides flexibility during form evaluation. Other point deductions will occur based on the rules outlined below.

## Career Planning Specific Rules

1. Applicant must be current dues-paying member of the local, state and national PAS organization.
2. Each state must inform the PAS executive director of the names of all state qualifiers (4) by the due date set by National PAS.
3. Students who are in the **first year of their present curriculum** are eligible to compete at the national conference. This allows students who have changed program or major to participate in the first year of their new program.
4. Each state can enter **four (4)** participants per Career Planning award area.
5. No student shall enter a Career Planning and Career Progress Career Program area in the same year.
6. Selection of the local, state and national winners will be based on **four** occupational survey interviews and a goals discussion as outlined on the Career Planning Score Sheet. Local and state PAS affiliates are advised to use this exact criteria for their events.
7. First, Second, and Third places will be nationally recognized.
8. **Two (2) copies** of Career Planning area application must be submitted at the orientation at the national conference by the time stated in the conference invitation or conference schedule.
9. At least one of the four student interviews required on the application should be pertinent or related to the Career Planning area in which he/she participates.
10. All applications shall be on white paper and stapled in upper left-hand corner. Do not put in a folder. There will be a 20 point deduction for each infraction.
11. A 20 point deduction will occur if the following requirements are not met or are not present on the application.

- a. Career Planning Award Area title at top of page 1 as stated in the PAS handbook and website. Refer to the eight area titles.
- b. White, 8 ½ by 11 inch paper.
- c. Stapled in the upper left hand corner.
- d. Competencies on page 11 will only be one line phrases, sentences or statements. Deduction for multiple line competencies.
- e. Not more than 20 Competencies on page 11.
- f. 14 total pages – 12 page application, Judge Critique Sheet, Score sheet. Each page missing from application will result in a 20 point deduction.
- g. Pages in numeric order, 20 point deduction if out of order.
- h. Award Area title and student name on page 13 and 14, in addition, the postsecondary institution and address on page 14. Each piece of missing information will result in a 20 point deduction.

### **Call Back Rule**

According to the number of participants and according to the number of event judges available, there may be a need to conduct more than one section in any specific Planning for Progress event. Students need to know up front that the top participants per section, when this rule applies, may need to reserve time following the event for a final call-back. New interviews with all judges of the event would then be conducted at that final call-back. When necessary, two participants from each section would be eligible for the final.

Thank you letters for the National Sponsor and event judges are not required but are highly recommended.

### **Career Planning Awards**

- National 1st Place Winner of each area: • plaque, \$200  
National 2nd Place Winner of each area: • plaque, \$100  
National 3rd Place Winner of each area: • plaque, \$50

\*Cash prizes may not be awarded for unfunded career program area events.



## CAREER PROGRESS PROGRAM

### OBJECTIVES:

1. Develop a more in depth knowledge base of a specific career area.
2. Identify and develop personal and technical competence for employment.
3. Develop and execute an educational plan to achieve career goals.
4. Assist the student in evaluating progress towards their career goals.
5. Develop competence in the management decision making process.
6. Develop and enhance technical writing skills.
7. Enter the agricultural workforce.
8. Unite Education and Industry in Agriculture.

### INSTRUCTION:

After the student has completed the process of retaining or revising his/her short and long term career goals, an individual plan of action can then be developed to achieve the goals as identified during the Career Planning procedure. This plan of action should include educational, occupational and technical, and personal development activities which will enable the student to attain the written career goals and achieve a high level of knowledge from the competency list. Once again, as with Career Planning, a student need not compete at the local, state, or national level in order to achieve the objectives set forth. However, we encourage all students to use this document as intended, as a method to measure whether Career Progress has been made based on the Career Planning program of activities. Career Progress is a second-year student activity. Use the application form from National PAS to complete the written work.

The Career Progress portion of the ***P4P*** may begin when a student completes the Career Planning application, which includes a personal education plan for learning the competencies necessary for employment in the chosen field of AFNR. Such a plan will normally include formal study, supervised on-the-job training and perhaps unsupervised work experience. You did not have develop or complete Career Planning exercises to utilize the Progress process, nor are you required to have a Planning form on file to compete in Progress.

Again, a second or third-year student would not need to have participated in any Career Planning exercises to use Career Progress as a learning tool.

Participation in Career Planning is helpful but this handbook is designed to use Career Progress as a stand alone model to measure and evaluate growth or assist the individual in making knowledgeable choices regarding goal measurement, goal attainment, management decision making, competence, and ultimately, career choice.

#### Activity 1: Evaluation Strategy

- Establish rationale for personal and professional progress evaluation
- Identify evaluation criteria using:
  - Short and Long Term Goals (*review Collegiate LifeKnowledge exercises as needed pertaining to career goals*)
  - Competencies
  - Human Relations
  - Leadership
  - Financial Management
  - Occupational Experience
- Discuss methods of evaluation:
  - Self evaluation.
  - Advisor/Instructor evaluation.
  - Employer evaluation.
  - Award Area Judge's evaluation from Career Planning.

#### Activity 2: Validate Plan to achieve Progress

- Develop a personal resume.

Collegiate LifeKnowledge exercises:

Career:

- Preparing an Effective Resume.
- Ethical Approaches to Adapting a Resume.
- Securing References.

***Critical time for student's to decide whether they are on task relating to program of study, goal attainment strategy, competency development and occupational work setting objectives.***

- Review and evaluate whether the educational program of study and work experience settings will allow student to acquire necessary competencies and meet existing career goals.
- Continue program of study and work experience if career plan is leading to career progress.
- If career progress is not apparent, suggest program change that will facilitate the need to change goals and develop alternative course of action for employment experience. (Revise goals and competencies as needed)
- Identify or continue process of seeking employment opportunities that will allow student to measure goal strategy and provide practical experience.

Collegiate LifeKnowledge exercises: (review from Career Planning)

Career:

- Building a Career Network
- The Top 10: Qualities Desired by Employers
- Dressing For Success
- Writing Thank You Letters

Community

- Unlocking the Potential of the Community: Identifying Key Individuals and Groups
- Mentoring and Being a Mentor
- Finding a Mentor and Being a Mentee

Activity 3: Occupational Experience

- Obtain work experience or continue at an established work site.
- Develop a training plan based on goals and competencies.
- Evaluate present competency levels.

Activity 4: Training and Occupational Experience Planning

- Discuss training plan with employer and advisors.
- Revise training plan to meet student and/or employer needs.
- Revise competency list as needed.
- Revise goals as needed.

### Activity 5: Occupational Experience Evaluation

- Post work experience evaluation of student.
- Post work experience evaluation of employment center.
- Cooperatively evaluate competency achievement.
- Revise and/or update competency list.
- Acquire narrative evaluation from employer to make changes as needed.

### Activity 6: Financial Management

- Explore financial management as it applies to the work experience.
- Incorporate financial management courses or units into program of study.
- Develop an appreciation of financial management as a cornerstone to the health and growth of a business and its relationship to management decision making.

### Activity 7: Management Decision Making

- Integrate supplemental problems or case studies into agricultural, food, and natural resource courses.
- Evaluate responses to problems or case studies using real world examples.
- Follow a business oriented, logical format for solving a problem.

Collegiate LifeKnowledge exercises:

Personal

- Making Decisions
- General Problem Solving: Choosing to Make the Best Choice.

### Activity 8: Preparation for Participation

- Introduce Career Progress form.
- Discuss benefits of participation in the program.
- Discuss application requirements.
- Encourage completion of Career Progress application.

Collegiate LifeKnowledge exercise: (review from Career Planning)

### Personal

- Brushing up on your Grammar, Spelling, Punctuation
  - Writing Effective Business Letters
  - Writing Effective Letters, Memos, and Reports
  - Time Management
- Use completed form as a class assignment or project.

Activity 9: Participate in local and/or State PAS Career Progress event

- Revise information on application using judges and advisor feedback.

Activity 10: Participate in National Career Progress event.

- Revise information on application using judges and advisor feedback.
- Encourage student to contact National Award Area Event Coordinator about any questions relating to participation, rules, etc.

Collegiate LifeKnowledge exercise: (review from Career Planning)

### Career

- Writing Thank You Letters
- Dressing For Success

### Community

- Being a Community Citizen: Giving Back to Get Ahead
- Utilize advisor or judge feedback to make changes to individual Career Plan, goals, the application and to prepare for using the parts of the application for inclusion in a learning or career portfolio and to serve as the basis for measuring Career Progress.
- Make changes as needed to enter the agriculture, food, and natural resource industry workforce.

Career Progress Rules as stated in the PAS Handbook on cd and the National PAS Website.

**Career Planning and Career Progress will have the exact same event titles.**

- A. Agricultural Education Systems**
- B. Agribusiness Management & Marketing Systems (non-Retail)**
- C. Animal Systems – Two separate categories, participants must choose one.**
  - Animal Systems Ruminant Animal**
  - Animal Systems Non-Ruminant Animal**
- D. Horticulture, Environmental & Natural Resource Systems**
- E. Plant Systems**
- F. Power, Structural, & Technical Systems**
- G. Retail Agribusiness Systems**
- H. Agricultural Processing and Biotechnology**

**\* Please note that Animal Systems has two, completely separate events.**

**Career Progress is a second and third year student career program area. The transcript on page 3 of the National application must provide proof of second- or third-year curriculum status.**

#### **Registration - For State Advisors and Certifying Staff**

Pre-registrations and certifications are due to the National PAS Executive Director by the due date set by National PAS. **Only three (3) participants per state will be allowed to participate per Career Progress award area event.**

#### **Individual Registration**

##### **For Student Participants at National Conference**

Individual registration will occur at the national conference during the Career Progress **Case Study** exercise and orientation. Applications must be submitted during that orientation. Do not turn in applications at the registration desk. The specific time for the Case Study and orientation session will be listed in the conference program. **All participants must bring paper, pencils and or pens to write with during the Case Study portion of this event. Participants will be allowed up to 2 hours to complete their responses to the Case Study.**

#### **General Information**

Career Progress *may* begin when a student completes the Career Planning Program, which includes a personal education plan for learning the competencies necessary for employment in a chosen career cluster of agriculture. Such a plan will normally include formal study, supervised on-the-job

training and perhaps unsupervised work experience. After completion of the Career Planning application, the student *may* begin the Career Progress Program. Recognition should be given to students who have prepared outstanding career plans and have followed through with them. Participants in Progress are not required to have participated in Planning; either formally or informally. It is advised to complete the Planning application as a study guide for developing the Progress application and to serve in the educational process and self evaluation. Advisors and students, please consult the Planning for Progress (P4P) Handbook for specific educational instructions relating to Career Progress and also for Career Planning.

A Career Progress Program area will be held for each of the **8 areas** listed on the Planning for Progress chart. Please note that Animal Systems has two specific and different categories. A student can only participate in one Animal System category.

## General Rules

Participants will be eligible to compete in only one Career Progress Area at the national level per year. **THIS IS A SECOND- AND THIRD-YEAR STUDENT EVENT.**

The application form required for Career Progress is provided in the PAS handbook and website and must be completed by each student. Use of any other form will subject the participant to a 7.5% deduction (30 points) in total points possible for scoring. In the event of a computer form or printer malfunction, it is instructed that the CPA coordinator provides flexibility during form evaluation. Other point deductions will occur based on the rules outlined below.

## Career Progress Specific Rules

1. Applicant must be a current dues-paying member of the local, state and National PAS.
2. Each state must inform the PAS executive director of the names of all state qualifiers (3) by the due date set by National PAS.
3. **This Career Program Area is for Second- and Third-year students only. This needs to be verifiable by transcript page 3. The CPA coordinator and CPA supervisor will make the final decision regarding this matter.**
4. Each state may enter **three (3) participants** per award area. No student shall enter a Career Planning and a Career Progress Career Program area in the same year at the state and national levels. No student shall enter more than one Career Progress area at the state and national level in any year.
5. State winners will *not be eligible* for further Career Progress Awards in the same Career Progress area in future years.
6. **Two (2) copies** of each national participant's application must be submitted at the Case Study portion and orientation at the national conference by the time stated in the conference schedule. Coordinator will provide flexibility in dealing with orientation schedules in other CPA orientations and individual obligations during this time period.
7. At the national conference, each applicant will be given up to two hours to prepare a written solution, response, or answer to a Case Study relating to their Career Progress area. A Case Study may be common to more than one Progress area.
8. Each participant will provide their own paper, pencils or pens during the Case Study portion of this event.
9. **Any use of an electronic, digital, or other technology device during the Case Study is prohibited and will result in the participant being disqualified.**
10. Applications must be submitted on white 8 ½ by 11 inch paper and stapled in upper left-hand corner. Do not put in a folder. Each violation will result in a 20 point deduction on the score sheet.

11. Application title page must contain the specific information relating to the award area.
12. Applications must have nine pages and must be placed in numerical order. The specific order of pages is listed below. 20 point deduction if pages out of numeric order.
13. Page 5 of the Career Progress application shall be developed using not more than 20 competencies. Competency sentences or phrases must be one typed line only.
14. For the benefit of each participant, a general briefing session led by judges may be conducted after all interviews are completed. When applicable, this objective may be accomplished by participation at the industry luncheon.
15. In the event of a tie, the Practical Problem point total will serve as the tiebreaker. In the event of a further tie, the tiebreaker will be the Goals score. This tiebreaker would be then followed by Goals Discussion, Occupational Experience and Financial Management as viewed on the score sheet.
16. After scoring, the applications may be distributed as follows: (a) one to the PAS corporate sponsor, and (b) one returned to the applicant.
17. Score sheets will be returned to participants. Judges will also provide general written comments to each participant via the critique sheet on page 8.

Checklist of required pages and required information shown below. Application must be developed using 8 ½ by 11 inch, white paper and stapled in the upper left corner. 20 point deduction per rule infraction or violation. Pages will be submitted in numerical order.

Page Number	Page Description	Other information about Page
1	Title Page	Must have Progress area title listed correctly as listed on the PAS website and in the PAS National Handbook.
2	Resume	Must be one page – there are no exceptions. White paper. 20 point deduction per rule.
3	Transcript	Can be multiple pages. Must prove second or third year status.
4	Goals	From Career Planning or developed new if more than one revision.
5	Competencies	Not more than 20, one line per phrase or sentence. 20 point deduction if more than one line is used.
6	Financial Management General Information	Half page per topic area.
7	Occupational Experience	Dedicated to communicating how occupational experience is incorporated into curriculum and in meeting career goals.
8	Critique Sheet	Must have Award Area and Name
9	Score Sheet	Must have Award Area, Name, Institution, and Address

A reminder, 2 copies of this completed application need to be turned in at the Case Study exercise portion of this event at the National Conference.

## **Call Back Rule**

According to the number of participants and according to the number of event judges available, there may be a need to conduct more than one section in any specific Planning for Progress event. Students need to know up front that the top participants per section, when this rule applies, may need to reserve time following the event for a final call-back. New interviews with all judges of the event would then be conducted at that final call-back.

Thank you letters for the National Sponsor and event judges are not required but are highly encouraged.

## **Career Progress Awards**

Awards are to be funded in each of the award areas as follows:

National 1st Place • plaque, \$200

Winner of each area:

National 2nd Place • plaque, \$100

Winner of each area:

National 3rd Place • plaque, \$50

Winner of each area:

\*Cash prizes may not be awarded for unfunded career program area events.

## Planning for Progress Award Area Titles

Career Planning is for first-year students only. Career Progress is for second- and third-year students only.

Career Planning and Career Progress will have the exact same event titles.

The following is a brief list of career titles and/or positions for developing the Planning for Progress educational process. Consult your advisor or the CPA coordinator if necessary to provide feedback if your career path is not present on this list.

- **Agribusiness Management & Marketing Systems (non-Retail)**

Farming; diversified production agriculture; Farm & Ranch Business Management; Ag Lending and Financial Institutions; FSA; Commodity Broker; Ag Economics; Accounting; Ag Law.

- **Agricultural Education Systems**

Instructor, Teacher, Facilitator of agricultural education, Secondary and Postsecondary; Extension; Communications and Public Relations related to the dissemination of agricultural information.

- **Agricultural Processing and Biotechnology**

Agricultural Food and Fiber Processing; Agricultural Biotechnology; Bioinformatics in Agriculture; Food and Nutrition Sciences; USDA Inspector; FDA; Storage and Transportation; Logistics; Process Quality Control; Agricultural Microbiologist; Laboratory careers in Agriculture Biotechnology and Processing.

- **Animal Systems – Two separate categories, participants must choose one.**

  - Ruminant Animal Systems**

  - Non-Ruminant Animal Systems**

Livestock and Animal Production; Veterinarian; Vet Technician and related; Animal Health; Animal Nutrition; Order Buyer; Beef; Dairy; Sheep; Swine; Goats; Equine; Fish; Poultry; Specialized Animal Production; Field Representative; Animal Genetics and Breeding;

- **Horticulture, Environmental & Natural Resource Systems**

EPA; DNR; Pollution Management and Mitigation; Waste Treatment; Hazardous Materials Management; Assurance and Compliance; Greenhouse Management; Turf; Arboriculture; Athletic Field; Floral industry; Nursery Production; Wildlife Conservation and Management; Game Warden; Landscape and Design; Park Ranger; Resource Management; Environment Quality Assessment; Forestry.

- **Plant Systems**

Crop Production; Feed Grain; Cereal Grain; Oil Crop; Viticulture; Fruits and Vegetables; Seed Production; Plant Breeding; Specialized Crop or Plant Production;

- **Power, Structural, & Technical Systems (combines old Ag Tech and Ag Equip.)**

Ag Equipment Sales and Service; Equipment Mechanics; Alternative Energy Technician; Parts; Engineering; Machinist; Precision Ag Technician; GIS Specialist; Electronics; Structures; Computer Programming, Software and Hardware Development; Agricultural Welding.

- **Retail Agribusiness Systems**

**Retail Agribusiness Sales, Service, Management; Agronomy; Feed and Supply; Retail Consulting; Crop Protection; Grain Elevator; Human Resources; Careers applicable to the Retail Service and Supply sector of Agriculture.**