

Killebrew Ag Foundation (KAF)

Paid Agriculture Apprenticeship Program Criteria *Cultivating the Next Generation of Farmers and Ranchers*

Purpose

The Killebrew Ag Foundation Paid Apprenticeship Program exists to develop future agricultural leaders who desire to own, operate, and cash-flow their own farming or ranching enterprise. The program is intended for serious individuals committed to agriculture as a career, not simply seasonal employment. The apprenticeship focuses on business ownership, agricultural management, stewardship, and profitability while preserving the values of faith, integrity, hard work, and service.

Minimum Eligibility Requirements

- At least 18 years of age
- High school diploma or GED
- Legally authorized to work in the United States
- Reliable transportation
- Physically capable of performing farm and ranch duties
- Demonstrate a desire to pursue agriculture as a long-term career
- Commit to completing all required training, mentoring, and field experiences

Preferred Applicant Characteristics

Agricultural Commitment

- Desire to own or operate a farm or ranch within 10 years
- Interest in agricultural entrepreneurship
- Previous farm, ranch, FFA, 4-H, livestock, rodeo, or agricultural experience

Character

- Strong work ethic
- Integrity and honesty
- Dependability and punctuality
- Respect for land, animals, and people

Leadership

- Initiative and self-motivation
- Community involvement and service
- Demonstrated responsibility

Business Mindset

- Interest in agricultural economics
- Desire to learn budgeting, cash flow, marketing, and recordkeeping
- Willingness to develop a written business plan

Apprentice Expectations

- Work alongside experienced farmers and ranchers
- Participate in hands-on agricultural operations
- Complete assigned educational modules
- Attend business and financial management training
- Develop a farm or ranch business plan
- Maintain production and financial records
- Participate in mentorship meetings
- Demonstrate professionalism at all times with decent emotion regulation skills and a team-work spirit

Program Outcomes

Production Skills

- Manage crops, livestock, or ranch operations
- Understand soil health and conservation
- Operate equipment safely

Business Skills

- Create operating budgets
- Develop cash-flow projections
- Understand agricultural lending and financing
- Analyze profitability
- Build marketing and sales strategies
- Understand land acquisition and leasing options

Leadership Skills

- Manage employees and contractors
- Build relationships with lenders and suppliers
- Represent agriculture professionally

Selection Scoring Matrix (100 Points)

- Commitment to Agriculture Career – 25 points
- Work Ethic & Character References – 20 points
- Agricultural Experience – 15 points
- Leadership & Community Involvement – 15 points
- Business Ownership Goals – 15 points
- Interview Performance – 10 points

Minimum score for acceptance: 75 points

Required Essay

Applicants must submit a one-page essay: "Where do you see yourself in agriculture ten years from now, and how will this apprenticeship help you build a profitable farming or ranching operation?"

KAF Apprentice Pledge

"I understand that agriculture is both a calling and a business. I commit to learning, working, and leading with integrity. I will steward the land, animals, and resources entrusted to me. I will pursue excellence, profitability, and service as I build a future in agriculture."