



Scholar Individual Study - Example

Nuffield is a unique global network of farmers that focuses on personal capacity building; excellence in agricultural production, distribution and management; and local, national and global thought leadership. Each Nuffield Scholar has their own individual study topic ranging from production practices at home to new opportunities for growth, leadership and marketing. They bring new practices and paradigms in agriculture, as well as global partnerships, back to their businesses, industry, and country.

***Encouraging involvement of the younger generation within farming organizations**

Written by Louise Young of Cheshire, United Kingdom

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The purpose of Young's study was to bring succession planning within agriculture organizations to the forefronts of the minds of those already involved in the organizations and those potentially involved in the future.

Young studied this issue in New Zealand, Australia and Wisconsin and learned most agriculture organizations are being operated by farmers who over the age of 50. In her report, she acknowledges the experience and knowledge of those older farmers, while also shedding light on the many reasons why these committees must work to obtain young farmers.

She learned the need to physically hold a meeting to exchange information has virtually evaporated due to technological advances. Farmers are short on time so organizations of their interest must be extremely worthy of their time.

Young believes utilizing contact information from organization's databases is crucial; however, the databases must be up to date with names of the next generations. This is the most basic method of simply inviting these people to participate. Meeting structure and discussion points may also need to change.

"The key to change is to step back and look at the current structure and age range within the organization and to highlight areas of concern," Young wrote.

**Executive Summary prepared by Mary Hookham*

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