

IAOM INTERNATIONAL UPDATE

Ron Galle

IAOM Vice President



Audience Poll...

Is it a challenge to hire skilled/talented new employees?

Is it a challenge to retain your current skilled/talented employees?

Is accessing labor one of your top business challenges today?



HELP
DESPERATELY
WANTED

PLEASE! WE BEG YOU, APPLY WITHIN.

SUPPLY – KSU GRAIN SCIENCE & INDUSTRY DEPARTMENT



FY 2020

- 64 undergraduate milling science majors*
- 5-year average: 75*
- 4 milling science graduate students*
- On average, 7-8 MSM students graduate with bachelor's degree each semester**

Bulletin—Association of Operative Millers

Kansas State Milling School Needs Students

In September only seven freshmen enrolled in the Department of Flour Milling at Kansas State University. This is the smallest enrollment in recent years and is due, in part, to the fact that the pilot flour mill and related facilities were destroyed by fire. Our goal should be 60 freshmen annually for the Department of Flour Milling beginning this next fall. From this freshman group, it is estimated that between 45 and 50 seniors would be graduated four years hence.



**Data from KSU GS&I Department Head presentation to IAOM Board – August 29, 2021*

***Data from KSU media releases*

PROFESSIONAL DEVELOPMENT



In-person Courses

- IAOM-KSU Intro to Flour Milling, and Basic and Advanced Milling Principles, Flour & Dough Analysis
- IAOM Mill Maintenance, Electrical
- Fundamentals of Milling I & II (Ocrim's International School of Milling)
- Buhler-KSU Expert, Executive, Flowsheet Technology (administrative role)

Virtual Courses

- IAOM Mill Maintenance and Packaging
- Milling Technician Certificate Program

Correspondence Course in Flour Milling



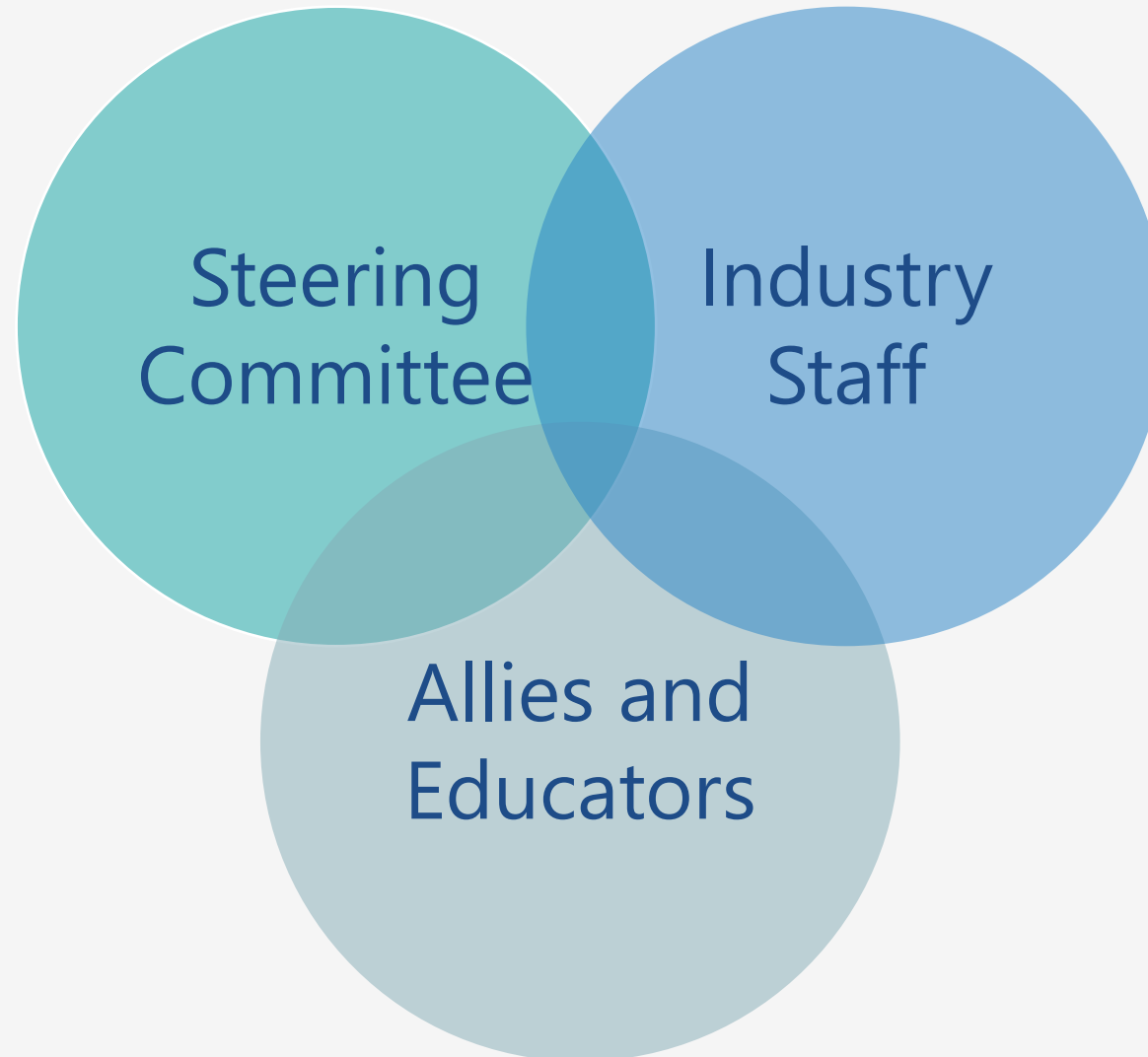
PR INITIATIVE—CHALLENGES TO RECRUIT QUALIFIED WORKFORCE



- Decreased student enrollment and completion rates at Kansas State University
- Demographic shifts in U.S. population
- Higher technical skills required
- Shifting societal responsibility for workforce education
- Skills gap
- Limiting talent pool



INDUSTRY PR INITIATIVE – PROPOSAL PHASE I



INDUSTRY PR INITIATIVE – PROPOSAL PHASE II



INDUSTRY PR INITIATIVE – PROPOSAL PHASE III



Young people can be interested in a career in milling by millers' personal contacts with high school teachers, counselors and superintendents. These educators should be given a full and complete picture of our business in the hope that they will carry our story to prospective high school students beginning with sophomores, and especially students with a solid background in high school science and mathematics. This makes it possible to reach a great number of students through the channels normally employed in counseling young people in a choice of college careers. In addition millers should make every effort to talk to high school classes on "Career Days" describing the opportunities which exist in the milling business and inviting them to learn more about the milling industry's curriculum at Kansas State University. They should request known graduates of the Milling Department of Kansas State University to visit high schools and explain first hand the facilities at Kansas State and the opportunities in the flour milling business. These men have a real knowledge of the school and can best describe the advantages its graduates have in competition with employees who did not attend Kansas State University. It should be emphasized that the University Placement Service shows, with practically no exceptions, that it has placed all milling graduates in jobs which compare favorably with positions secured by other graduates. Young people everywhere in the country and particularly those currently enrolled in high school must be made aware of the policy of the milling industry to maintain good job opportunities at pay levels competitive with other industries and that opportunities for promotion exist. Last year's graduates in flour milling from Kansas State University received offers of \$400 to \$475 per month. The average was \$440 per month. This was \$80 per month more than the average which college graduates with B. A. degrees were offered.

You should encourage your sons to engage in the milling industry and, as a background for this, to attend Kansas State University. Every effort should be made to spread the word to high school students that scholarships are available for those who qualify. There are currently available in the Department 13 scholarships ranging in value from \$250 to \$400 per year with seven of these scholarships now open. At least four of these have never been awarded. This means that there is an opportunity for a high school student in need of financial assistance to attend Kansas State University by applying for one of these scholarships. A student may choose the production, administrative, or cereal chemistry phase of milling, for his major. The Student Recruitment Committee of the Millers' Advisory Council hopes that publicizing the Department of Flour and Feed Milling Industries at Kansas State University will lead to an increased enrollment which

YEAR IN REVIEW



- **IAOM Women in Milling Virtual Roundtables (monthly)**
- **IAOM Southeast Asia Region Conference & Expo (virtual)**
- **IAOM Mideast & Africa Region Conference & Expo (in-person)**
- **IAOM Virtual Mill Maintenance Course (December/January 2022)**
- **IAOM Hybrid Committee Meetings (January 2022)**
- **IAOM-KSU Intro to Flour Milling (January 2022 – in person)**
- **IAOM Latin America Region Conference & Expo (March – in person)**

IAOM 125TH ANNIVERSARY CONFERENCE & EXPO





IAOM Western District Conference

July 21-23, 2021
Spokane, Washington, USA





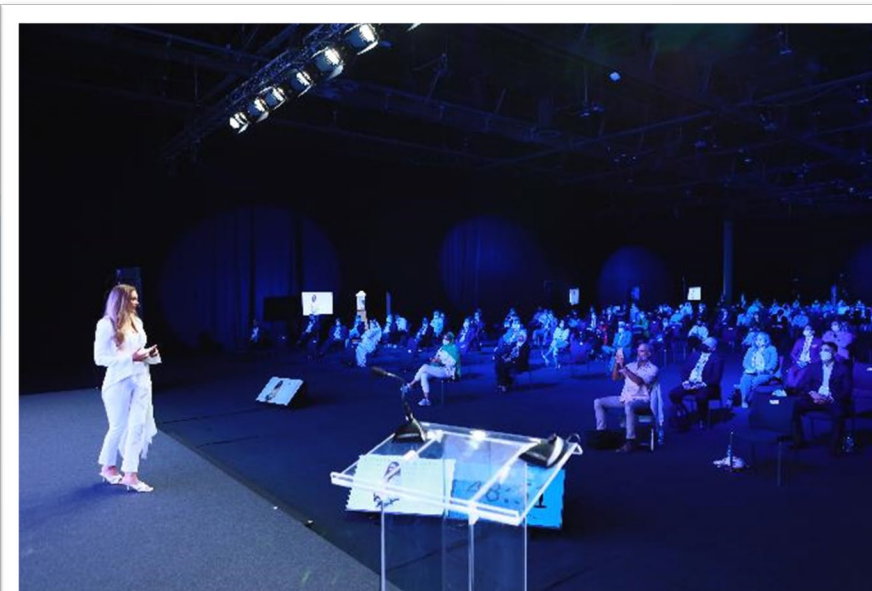
Flour City District Summer Meeting

August 4-6, 2021

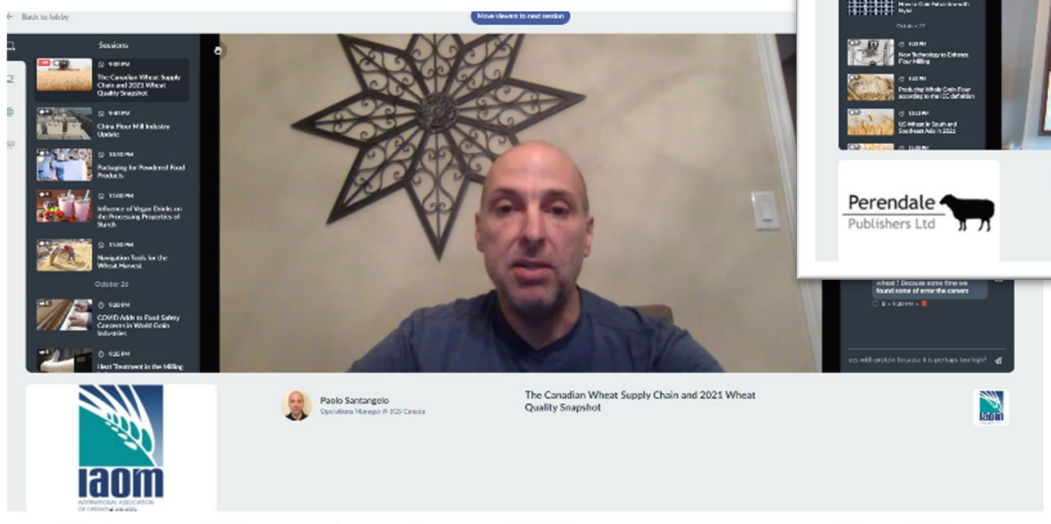
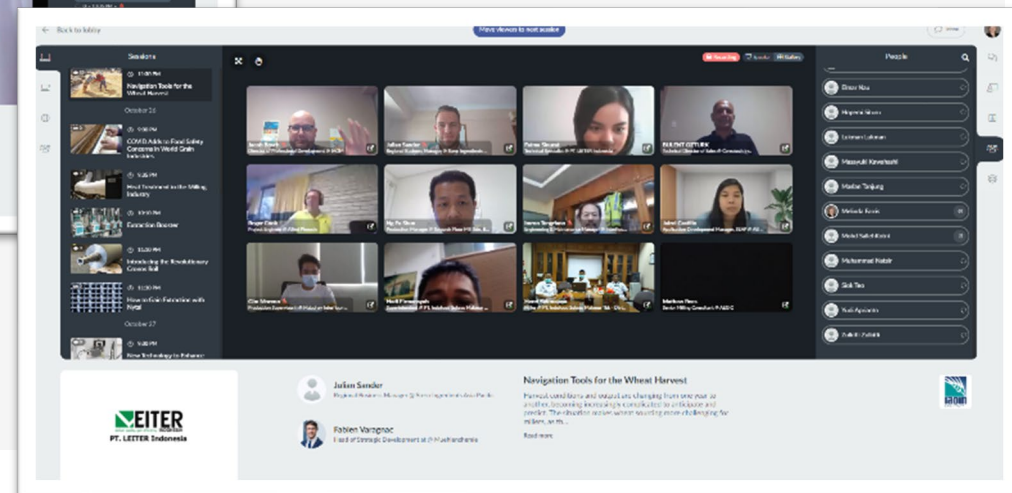
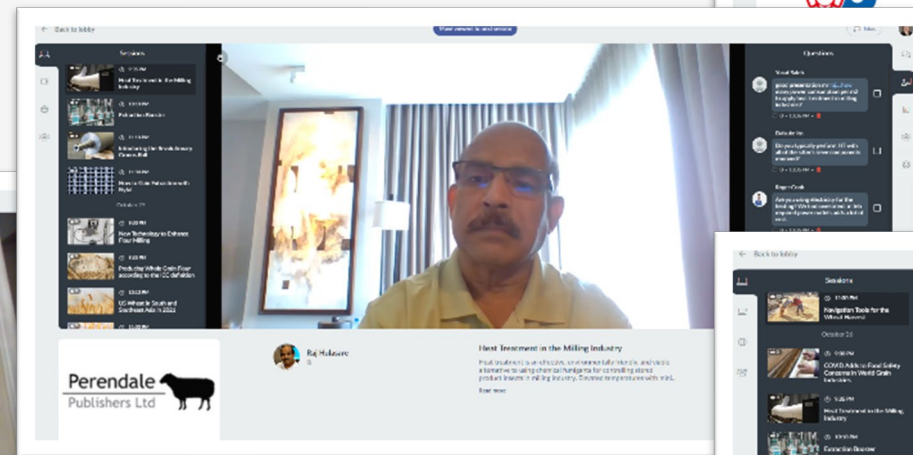
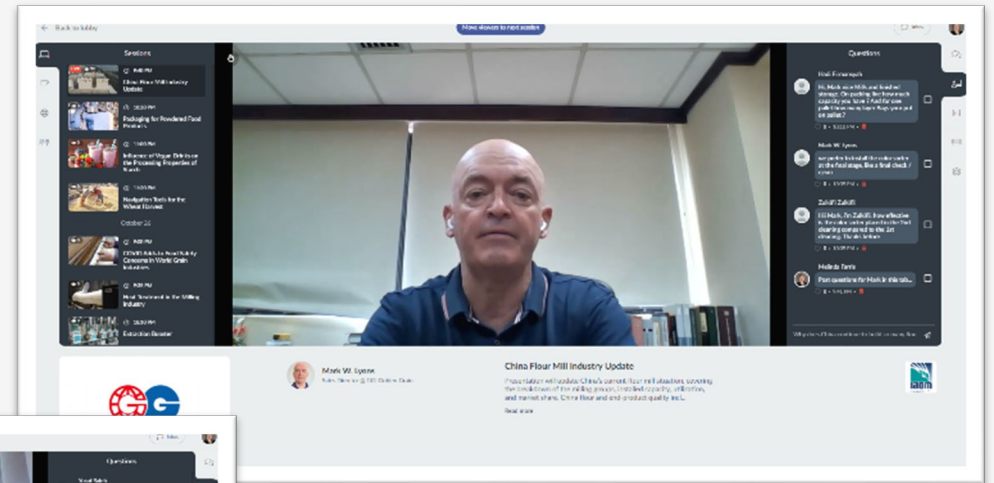
IAOM Mideast & Africa Conference & Expo

October

Dubai, UAE



IAOM Southeast Asia Region Virtual Conference & Expo October



2022 – 126TH ANNUAL CONFERENCE & EXPO



MAY 2-6, 2022



2022 – 126TH ANNUAL CONFERENCE & EXPO

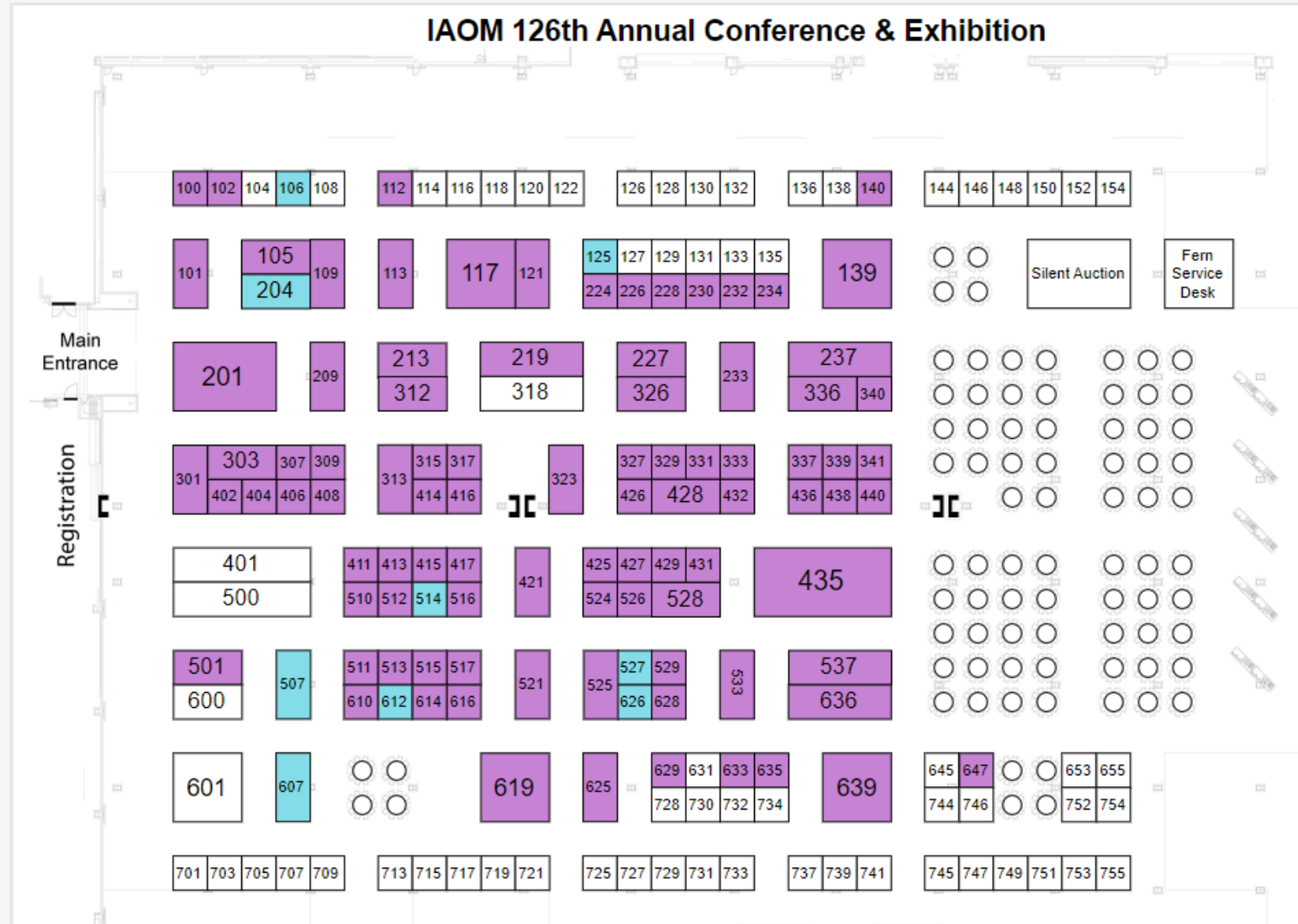


| WEDNESDAY, MAY 4 | | | THURSDAY, MAY 5 | | | | | | | | | | | | | | | | | | |
|---|--|--|---|-----------------|-----------|--------------|-------------|-------|-------|------------|-------|-------|-------------------|--|--|-------------|-------|-------|------------|-------|-------|
| 1 - 1:30 p.m. | 1:35 - 2:05 p.m. | 2:10 - 2:40 p.m. | 1 - 2 p.m. | | | | | | | | | | | | | | | | | | |
| EMPLOYEE MANAGEMENT OSHA Panel Discussion (one hour) Moderator: David Frazelle, ADM PANELISTS Levi Burton, Grain Millers; John Coffey, Ardent Mills; Marty Moran, Miller Milling FACILITY MANAGEMENT Practical Measures to Implement in Your Journey to Cybersecurity Brandon Bohle INTERSTATES PRODUCT PROTECTION Minimizing Fusarium and Mycotoxins in Cereal Grains Dr. Christina Cowger USDA-ARS PRODUCT QUALITY Building and Sustaining Technical Leadership in Your Quality and Laboratory Operations Mistelle Signor MENNEL MILLING TECHNICAL OPERATIONS Milling Benefits of Dry Scrubbing (Scouring) – Quantified Dillon Phillips BRATNEY COMPANIES | EMPLOYEE MANAGEMENT OSHA Panel Discussion continued FACILITY MANAGEMENT Changes in Consumer Behavior: Lessons from COVID-19 and Thoughts on Food Insecurity Merzad Jamshidi CHAIRPERSON, IAOM MIDEAST & AFRICA REGION PRODUCT PROTECTION Recall Programs, Beyond the Basics Melanie J. Whitman, CCEP, CHA, CMQ/OE RQA, INC. PRODUCT QUALITY Food Quality Control: Responsibility of the Laboratory and International Standards Dr. Hikmet Boyacioglu KPM ANALYTICS TECHNICAL OPERATIONS Cost Efficient Degermination Technology for High Fat Content Products using Soft Corn Daniel Garcia BÜHLER | EMPLOYEE MANAGEMENT Employee Hiring and Retention Strategies Dr. Jim Howard PERFORMANCE RESOURCES, INC. FACILITY MANAGEMENT Safety’s Continuing Evolution: How Science and Technology are Being Used to Control Exposure Corey Hopkins DEKRA PRODUCT PROTECTION A New Safer Way to Reduce Pathogens Darin Jensen PANHANDLE MILLING PRODUCT QUALITY Importance of Mill-Lab Relationship SONIA SCALISE ARDENT MILLS TECHNICAL OPERATIONS CRONOS Rolls: Innovation – No Promises, Just Facts David Balaguer BALAGUER ROLLS | MAIN LINE Panel Discussion: Employee Retention and Hiring Moderator: Jennifer Harnish, PHM Brands PANELISTS Heather Dumas, Ardent Mills; Mark Farmer, Grain Craft; Dr. Jim Howard, Performance Resource, Inc.; Brenda Thornton, ADM 2:15-3:15 p.m. Packaging Panel Discussion Moderator: Jason Watt, Kansas State University PANELISTS Rim Biltong, Haver & Boecker; Greg Chastain, Hood Packaging; Ilario Cordano, Cordano Packaging; Hans Dieter Flick, Mennel Milling; Yan Gagné, Premier Tech REGISTRATION Register now at iaom.org/annualmeeting/online-registration <table><tr><th>Full Conference</th><th>By 4/2/22</th><th>After 4/2/22</th></tr><tr><td>IAOM Member</td><td>\$550</td><td>\$625</td></tr><tr><td>Non-Member</td><td>\$625</td><td>\$700</td></tr><tr><td>Single Day</td><td></td><td></td></tr><tr><td>IAOM Member</td><td>\$150</td><td>\$200</td></tr><tr><td>Non-Member</td><td>\$200</td><td>\$250</td></tr></table> | Full Conference | By 4/2/22 | After 4/2/22 | IAOM Member | \$550 | \$625 | Non-Member | \$625 | \$700 | Single Day | | | IAOM Member | \$150 | \$200 | Non-Member | \$200 | \$250 |
| Full Conference | By 4/2/22 | After 4/2/22 | | | | | | | | | | | | | | | | | | | |
| IAOM Member | \$550 | \$625 | | | | | | | | | | | | | | | | | | | |
| Non-Member | \$625 | \$700 | | | | | | | | | | | | | | | | | | | |
| Single Day | | | | | | | | | | | | | | | | | | | | | |
| IAOM Member | \$150 | \$200 | | | | | | | | | | | | | | | | | | | |
| Non-Member | \$200 | \$250 | | | | | | | | | | | | | | | | | | | |

125TH ANNIVERSARY CONFERENCE & EXPO



IAOM 126th Annual Conference & Exhibition



IAOM HQ UPDATE

Tricia Allen

IAOM Director of Meetings & Exhibitions



IAOM HQ ACTIVITIES



- Electrical Training Course – March 15-17
 - Cowley College, Sumner Campus
 - All seats are full
- Committees had hybrid meetings in January
- Latin America Region Conference & Expo
- Preparations under way for IAOM Annual Conference & Expo in Richmond, Virginia
 - May 2-6

IAOM VIRTUAL LIBRARY



- All Technical Bulletins, dating back to 1923 now available online in searchable database
- Go to: <https://iaom.imagesilo.com/Home/Login>
Or click on “IAOM Virtual Library” in Quick Links at iaom.org

The screenshot shows the footer of the IAOM website. It is divided into three main columns: Quick Links, Contact, and Translate. In the Quick Links column, the "IAOM Virtual Library" link is circled in red. The Contact column provides the organization's address and phone/fax numbers. The Translate column lists various languages available for translation.

| QUICK LINKS | CONTACT | TRANSLATE |
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| Live Learning Center | Lenexa, Kansas 66215 USA | Chinese |
| Career Resource Center | Phone: +1-913-338-3377 | French |
| IAOM Virtual Library | Fax: +1-913-338-3553 | Italian |
| Member Directory | IAOM Privacy Policy | Russian |
| District Presentations | | Spanish |

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| Article Title ↑ | Author | Authors Company | Date | Starting Page Number | Source | @D |
|---|---|---|-------------|----------------------|---|------|
| FORTIFICATION EFFORTS | SCOTT MONTGOMERY AND NICOLAS TSIKHLAKIS | CARGILL AND MODERN FLOUR MILLS & MACARONI FACTORIES CO. | JULY, 2005 | 46 | TECHNICAL BULLETINS, JANUARY 2003 - DECEMBER 2005 | 2021 |
| RECENT DEVELOPMENTS IN NUTRITION AND THE FORTIFICATION OF FOODS | H.C. SCHAEFER | RALSTON PURINA COMPANY | MARCH, 1940 | 1010 | AOM BULLETINS 1938-1946 | 2021 |

| Name | Value |
|---------------|---|
| Article Title | FORTIFICATION EFFORTS |
| Author | SCOTT MONTGOMERY |
| Authors C... | CARGILL AND MODERN FLOUR MILLS & MACARONI FACTORIES CO. |
| Date | JULY, 2005 |
| Starting P... | 46 |
| Source | TECHNICAL BULLETINS |

IAOM Plays Leading Role in FORTIFICATION EFFORTS



At the 2005 Flour Fortification Initiative (FFI) Leadership Forum in London, IAOM members Scott Montgomery, Cargill's vice president of operations dry milling/citrus, and Nicolas Tsikhlakis, chief operations officer and partner of Modern Flour Mills & Macaroni Factories Co., were chosen to serve on the FFI Executive Management Team, along with IAOM Executive Vice President Gary Anderson.

The Executive Management Team is comprised of nine members of the

activities and persuade governments, industry and civic organizations to adopt fortification practices. Leaders Group organizations have overlapping interests and activities in more than 70 countries around the world.

IAOM Global Strategies Committee Chairman Tim Burleigh, Colorado Global Resources, and IAOM member Dr. Jeff Gwartz, JAG Services, Inc., are also actively involved in the work of FFI. Both serve in a staff capacity for the Training and Technical Support Group, which is chaired by IAOM's Anderson



