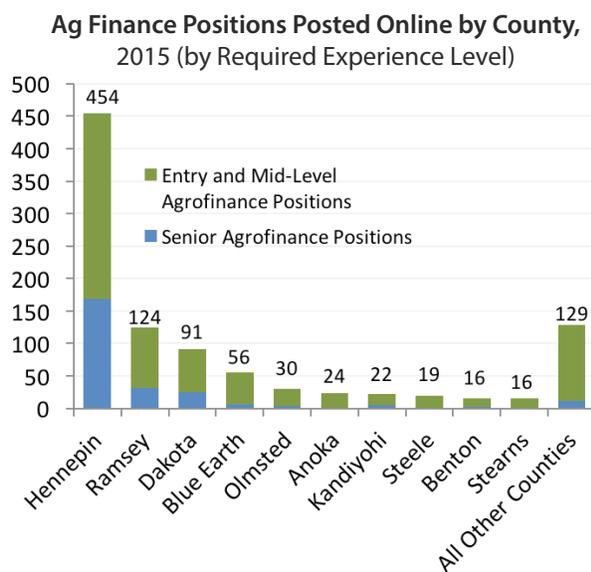


Agriculture Finance and Crop Insurance

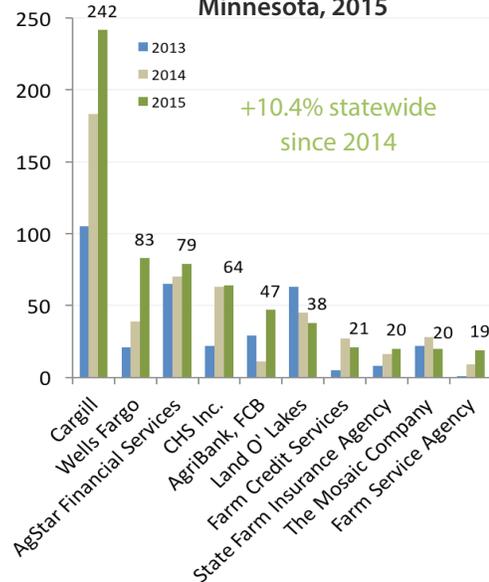
A strong agriculture finance subsector is critical for maintaining food security, creating additional agricultural jobs, and spurring continued economic growth. Agriculture finance and crop insurance have been experiencing some changes in hiring over the past few years:

Cargill Inc., the largest privately held company in the U.S., took steps to sell a crop insurer in December 2015 in response to uncertainty about federal aid for agriculture.¹ Cargill posted 48 agriculture finance positions in the first quarter of 2016 (78% more than 2015), but instead of crop insurance adjustors and loan officers, a text analysis of job postings shows that Cargill appears to be hiring for more senior-level operations roles in risk assessment and credit analysis. Wells Fargo, the largest bank in the U.S. by market value, announced a similar decision in 2015 which led to the sale of an Anoka-based crop insurance unit to Zurich Insurance Group in December.² Wells Fargo increased the size of its agricultural finance team in Minnesota in recent years with job postings increasing by 112% between 2014 and 2015. However, overall, agricultural finance job postings for the company are currently down by 89% as compared to last year.

Online job postings for agriculture finance workers increased by 10.4% between 2015 and 2014. Large companies are increasing their agriculture finance recruitment efforts, particularly Wells Fargo (+112%) and AgriBank (+327%). Further investigation is required to determine if this increase reflects new job creation or is primarily the result of job replacement. Hennepin, Dakota, and Ramsey counties had the highest numbers of agricultural finance jobs posted for the past three years, as well as the highest percentage of senior level positions posted (Hennepin: 37%, Dakota: 27%, Ramsey: 26%). Statewide, 26% of all agriculture finance job postings required eight or more years of experience in 2015, a slight decrease from 30% in 2013 and 2014. There are significantly fewer qualified applicants for senior-level agricultural finance positions in Minnesota, and may be more difficult vacancies to fill.



Employers Advertising Ag Finance Positions in Minnesota, 2015



Occupations	Top Employers in 2015	Top Hard Skills and Experience Required	Statewide Demand by Experience	Median Salary
Agrofinance	1) Cargill (242 jobs, +32.2%)	1) General Ledger Software	15 Candidates / Job Opening	\$82,250
Accountant	2) Wells Fargo (83 jobs, +112.8%)	2) Credit Risk Assessment	Entry (0-2 years): 31 Candidates	\$65,250
Credit Analyst /Financial Analyst	3) AgStar Financial Services (79 jobs, +12.9%)	3) Loan Servicing	Mid-Level (3-7 years): 20 Candidates	\$79,850
Auditors	4) CHS Inc. (64 jobs, +1.6%)	4) Enterprise Resource Planning Software	Senior (8+ years): 8 Candidates	\$97,300
Financial Examiners	5) AgriBank, FCB (47 jobs, +327.3%)	5) Customer Relationship Management		

Real-time agricultural finance job data accessed 4:00pm on 3/29/2016 from www.wantedanalytics.com. All online postings spidered from thousands of websites are included in this report, including staffing firms. Changes in real-time data counts for this time period may occur due to improved access to or cleaning of data, and counts are accurate as of the date pulled. For details on the search definitions used, please contact erin.olson@realtimetalentmn.org. 1) Bjerga, Alan. "Cargill Joins Wells Fargo, Deere in Retreat from-Crop Insurance." Bloomberg Business. January 26, 2016. 2) Meersman, Tom & Ramstad, Evan. "Wells Fargo sells Anoka-based crop insurance unit to Zurich Insurance Group." Star Tribune, December 18, 2015.

