Explore opportunities in

**ANIMAL SYSTEMS**

**AGRICULTURE, FOOD & NATURAL RESOURCES CLUSTER**

Do you enjoy...

- Working directly with animals
- Developing efficient systems
  - Genetics
  - Medicine
- Diagnosing sick animals
- Hands on work
- Working with food
- Messy jobs
- Interacting with nature
- Working as part of a team

Minnesota employers want you!

Learn just how far you can **GROW** in these high-demand careers.

Animal Systems
Career Pathway

Jobs found in the animal systems career pathway are related to the raising and daily care of animals. These occupations focus on developing more efficient ways to produce and process meat, poultry, eggs, and dairy products. Workers in this area are experts in animal genetics, nutrition, reproduction, health care, and growth, particularly for domesticated farm animals.

Animal System Jobs Posted Online in Minnesota

<table>
<thead>
<tr>
<th>Year</th>
<th>Jobs Posted</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>3,674</td>
</tr>
<tr>
<td>2015</td>
<td>2,173</td>
</tr>
<tr>
<td>2016</td>
<td>2,505</td>
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</tbody>
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Hiring Statistics in Minnesota (2016)

- Growth in jobs 2015-2016: 15.3% (in flux)
- Number of employers: 347 employers
- Overall outlook: Stable
- Median salary: $38,900 / year

Top Occupations

- Farmworkers (20%)
- Nonfarm Animal Caretakers (16%)
- Veterinarian Technologists & Technicians (11%)
- Veterinarians (11%)
- Veterinary Assistants & Lab Animal Caretakers (8%)

Sample First-Year Job Titles in this Pathway

- Poultry Breeder Supervisor, Ag Forte
- Wean to Finish Animal Care Worker, Christensen Farms
- Certified Veterinary Technician, CHS

Sample Senior Job Titles in this Pathway

- Small Animal Oncologist
- Senior Research Plot Technician, University of Minnesota
- Senior Farm Manager, Jennie-O Turkey Store

Top Employers who Recruited in 2016

- Christensen Farms: 353
- Petco: 112
- Jennie-O Turkey Store: 81
- University of Minnesota: 70
- Aerotek: 58
- State of Minnesota: 44
- Vetco Clinics: 41
- CHS Inc.: 34
- VCA Antech Inc.: 34
- Cargill: 33

Experience Level Sought

- Senior (8+ years), 7%
- Mid-Level (3-7 years), 33%
- Junior (0-2 years), 60%
## Top 5 Certifications
1. Doctor of Veterinary Medicine
2. Laboratory Animal Technician
3. Secret Clearance
4. Laboratory Animal Technologist
5. First Aid Certification

*Rising Skills (+5% or more from 2015 to 2016)  Matches to CTE Foundation Knowledge/Skill

## Top 10 Hard Skills
1. Animal health
2. Equipment maintenance
3. Technical support
4. Immunology
5. Applied research
6. Hazard Analysis & Critical Control Points
7. GE Energy Positive Sequence Load Flow
8. ESRI ArcMap
9. Inventory Management Systems
10. Quality Assurance

## Top 10 Soft Skills
1. Dependability
2. Record Keeping
3. Communication Skills
4. Teamwork
5. Self-Motivated
6. Work Independently
7. Animal Welfare Sensitivity
8. Problem Solving
9. Detail-Oriented
10. Data Entry

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### Occupation | Job Titles | Total Job Count 2016 | Change from 2015 | Median Salary | Most common Education Level Requirement
--- | --- | --- | --- | --- | ---
Farmworkers, Farm, Ranch, and Aquacultural Animals | Livestock Receiver, Animal Care Worker | 488 | 157% | $23,503 | GED/High School
Nonfarm Animal Caretakers | Professional Pet Groomer, Dog Care Specialist, Animal Support Worker, Wears to Finish Animal Care Worker | 408 | 19% | $27,170 | GED/High School
Veterinary Technologists and Technicians | Vet Technician, Animal Surgical Technician, Certified Veterinary Technician, Veterinary Anesthesia Technician | 280 | 8% | $31,198 | GED/High School
Veterinarians | Small Animal Veterinarian, Small Animal Oncologist, Large Animal Internist, Relief Veterinarian, R&D Veterinarian | 271 | -11% | $76,638 | Doctoral Degree
Veterinary Assistants and Laboratory Animal Caretakers | Animal Technician, Animal Care Worker, Lab Animal Technician | 191 | 31% | $24,577 | Associate Level
Zoologists and Wildlife Biologists | Black Bear Educator, Marine Biologist, Entomologist, Butterfly Exhibit Specialist, Biological Science Technician | 181 | 15% | $57,243 | Bachelor's Degree
Agricultural Technicians | Research Associate - Breeding, Agronomy Operations Technician, Senior Research Plot Technician, Ophie Lab Field Worker | 127 | -5% | $33,257 | Bachelor's Degree
First-Line Supervisors of Animal Husbandry and Animal Care Workers | Animal Care Professional, Assistant Farm Manager, Assistant Supervisor, Technical Service Manager - Dairy Nutrition/Animal Health | 120 | 6% | $40,972 | Bachelor's Degree
Agricultural Sciences Teachers, Postsecondary | Assistant Professor - Manure Management & Water Quality, Agriculture Teaching Specialist, Extension Biostatistics Engineering Assistant Professor | 110 | 57% | $47,651 | Bachelor's Degree
Animal Trainers | Dog Trainer, Horse Trainer | 89 | 14% | $39,356 | Associate Level
Farmers, Ranchers, and Other Agricultural Managers | Finisher Swine Herdsman Manager, Hatchery Supervisor | 73 | 55% | $34,032 | Bachelor's Degree
Farm and Ranch Managers | Poultry Breeder Supervisor, Fertility Operator "B", Farm Manager | 67 | -29% | $55,923 | Bachelor's Degree
Animal Scientists | Swine Production Scientist, Animal Nutrition Product Development Specialist, Research Scientist - Pimmants | 41 | 14% | $72,024 | Bachelor's Degree
Farm and Home Management Advisors | Agriculture Program Assistant, Extension Educator - Ag Product Systems, Teaching Specialist, Tile Drainage Education Coordinator | 30 | 36% | $42,637 | Bachelor's Degree
Animal Breeders | Breeding or Breeding/Gestation Worker, Animal Breeder, Jockey/Inseminator | 10 | -9% | $38,500 | GED/High School
Fishers and Related Fishing Workers | Fish Netter/Remover, Fisher | 6 | -50% | $38,153 | GED/High School
Animal Control Workers | Animal Control Officer, Animal Control Warden, Animal Photographer | 6 | -50% | $37,833 | N/A
Fish and Game Wardens | Land Management Law Enforcement Officer, Fish and Wildlife Administrator - Ecological Services, Animal Conservation Officer | 4 | -56% | $54,168 | GED/High School
Aquacultural Managers | Natural Resources Manager, Fish Management Officer | 1 | 0% | $61,116 | Bachelor's Degree
First-Line Supervisors of Farming, Fishing, and Forestry Workers | Fishery Supervisor, Game Management Supervisor | 1 | 100% | $38,000 | N/A
Hunters and Trappers | Hunter, Professional Trapper | 1 | -97% | $37,294 | GED/High School

Data collected from online job postings between 2013 and 2016 from CEB TalentNeuron Recruit in January 2017 (www.wantedanalytics.com). Report developed by RealTime Talent February 2017 with the support of AgCentic, the Southern Minnesota Center for Agriculture, GreenSeam, AgriGrowth, the Minnesota Department of Agriculture, Career and Technical Education Consortium Leaders, and faculty from Minnesota State colleges and universities across the state.

### Animal Systems Career Pathway
About RealTime Talent

RealTime Talent is a collaboration between public agencies, private industry, higher education, and workforce developers. We are focused on helping decision-makers better align our workforce with our growing economy. Since August 2015, we have trained more than 1,000 leaders across Minnesota to use real-time job posting data to help find solutions to our state’s greatest workforce challenges. We are proud to be considered a “hub” for data innovation and exploration. Our four main areas of work for FY2017 include:

- Identify and evaluate new tools which bring efficiency to the “education to employment / re-employment” process

- Foster data use innovation through access to new data, development of reports and templates, and engaging users in best practices for comparing multiple data sources

- Provide customized, customer-centered research and reports upon request, each designed to support local or industry needs

- Provide training and technical assistance to ensure professionals across Minnesota have the capacity to use and share data and other resources.

RealTime Talent provides customized research and data analysis services to employers, non-profits, workforce centers, chambers of commerce, educators, and administrators to maximize learning from new data sources. Products include industry fact sheets, occupational snapshots, employer engagement strategizing, custom surveys, and job market analytics utilizing the real-time data tool TalentNeuron Recruit among other unique LMI data sources. Industry research has focused in healthcare, information technology, agriculture, construction, transportation and manufacturing.

Prepared By

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Based on Agriculture, Food and Natural Resources Career Pathways from Minnesota State CTE