

Explore opportunities in

AGRIBUSINESS

AGRICULTURE, FOOD & NATURAL RESOURCES CLUSTER

CAREER AND TECHNICAL EDUCATION

2017

Do you enjoy...

- ▶ Coordinating production systems
 - ▶ Developing efficient systems
 - ▶ Processing raw materials
 - ▶ Business concepts
 - ▶ Managing & teaching others
 - ▶ Supervising & leading teams
 - ▶ Supply chain analysis
 - ▶ Improving efficiency
 - ▶ Marketing & product placement
- ▶ Working as part of a team

Minnesota employers want you!

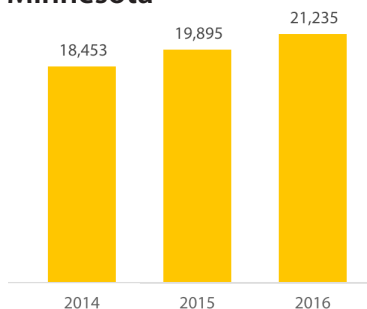
Learn just how far you can **GROW** in these high-demand careers.



Agribusiness Systems Career Pathway

The agribusiness systems pathway includes career opportunities related to the coordination of production, processing, marketing, distribution, financing, and development of agricultural commodities, plant and animal products, food products, and other natural resources.

Agribusiness Jobs Posted Online in Minnesota



Hiring Statistics in Minnesota (2016)

Growth in jobs 2015-2016:	6.7% (steady)
Number of employers:	2,410 employers
Overall outlook:	Bright
Median salary:	\$60,600 / year

Top Occupations

- Supervisors of Retail Sales Workers (14%)
- Marketing Managers (9%)
- Retail Salespersons (9%)
- Demonstrators & Product Promoters (8%)
- General & Operations Managers (6%)

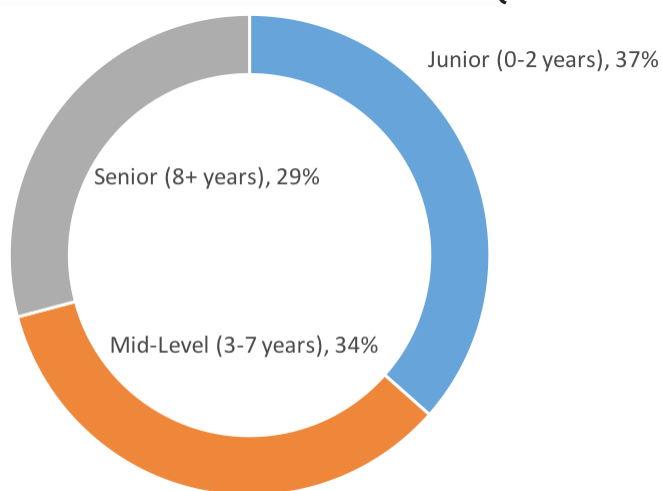
Sample First-Year Job Titles in this Pathway

- Agronomy Sales Intern, GPAC
- Retail Assistant Manager, Tractor Supply Company
- Business Development Manager, Cargill

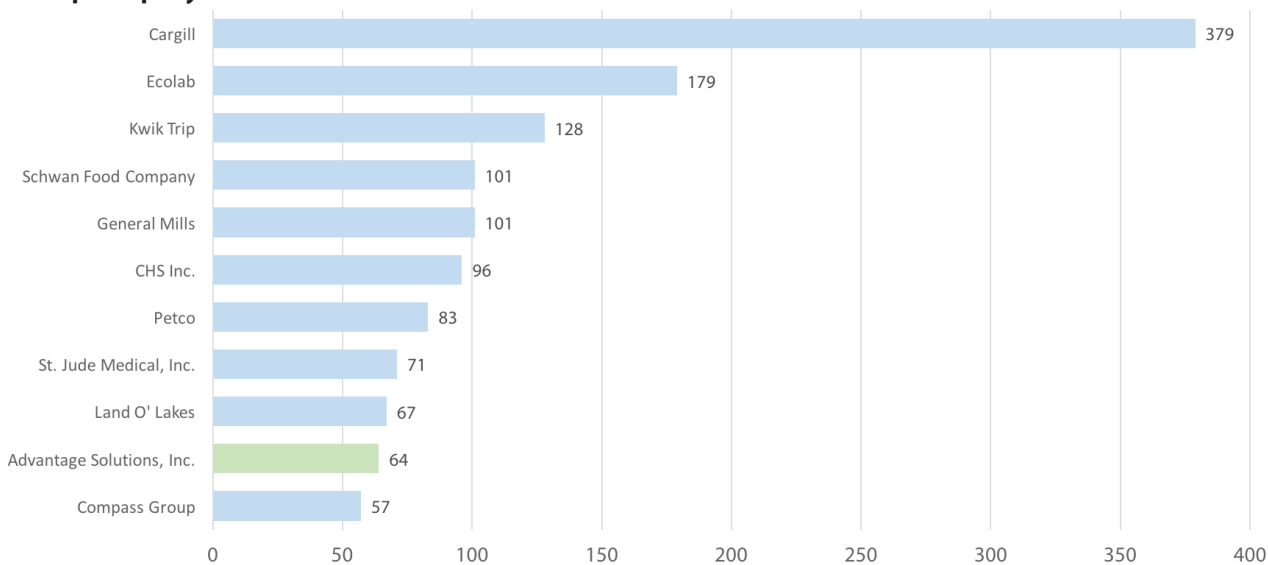
Sample Senior Job Titles in this Pathway

- Director of Consumer Insight, Cargill
- Director of Corporate Strategy and Business Development, Land O' Lakes

Experience Level Sought



Top Employers who Recruited in 2016



Top 5 Certifications

1. Certified Public Accountant
2. Occupational Safety and Health Administration (OSHA)
3. Food Safety Programs
4. First Aid Certification
5. Safe Quality Food

Top 10 Hard Skills

1. Event marketing
2. Quality Assurance (QA)
3. Technical support
4. Retail merchandising
5. Animal health
6. Food preparation
7. Marketing communications
8. Marketing & sales
9. Quality control
10. General Ledger Software

Top 10 Soft Skills

1. Communication Skills
2. Integrity
3. Work Independently
4. Self-Motivated
5. Detail-Oriented
6. Category Management
7. Customer Service-Oriented
8. Entrepreneurial
9. Basic Computer Skills
10. Problem Solving

Rising Skills (+5% or more from 2015 to 2016)

Matches to CTE Foundation Knowledge/Skill

Start your career in agribusiness with these occupations that require just a few college-level courses for your first internship. Upon completion of a 2-year degree, you'll be well on your way in any number of exciting career pathway directions! Talk to an academic navigator or visit the CTE website to explore. <http://www.mncareerpathways.org/pathways/>

Occupations	Job Titles	Total Job Count 2016	Change from 2015	Median Salary	Most Common Education Level Requirement	
Agribusiness	First-Line Supervisors of Retail Sales Workers	Retail Assistant Manager, Tractor Sales Manager	2,874	3.0%	\$ 42,862	GED/High School
	Marketing Managers	Business Development Manager, Director of Consumer Insight, Director of Corporate Strategy and Business Development	1,910	2.2%	\$ 92,133	Bachelor's Degree
	Retail Salespersons	Farm Merchandise Associate, Pet and Animal Salesperson, Grain Cashier	1,867	46.5%	\$ 32,183	GED/High School
	Demonstrators and Product Promoters	Product Specialist, Sales Demo Professional	1,706	19.1%	\$ 45,440	GED/High School
	General and Operations Managers	Reliability Excellence Continuous Improvement Lead, Merchant Oilseeds	1,184	19.1%	\$ 83,442	Bachelor's Degree
	Sales Managers	Ag Territory Manager, Industrial Sales Account Manager	1,051	9.6%	\$ 98,347	Bachelor's Degree
	Customer Service Representatives	Farm Insurance Service Representative, Agent	975	-4.9%	\$ 27,556	GED/High School
	First-Line Supervisors of Office and Administrative Support Workers	Administrative Coordinator III - Animal Nutrition, Customer Operations Representative, Accounting Supervisor	973	-7.3%	\$ 41,506	Bachelor's Degree
	Sales Representatives, Wholesale and Manufacturing (Except Technical and Scientific Products)	Agromony Sales Representative, Outside Sales Specialist, Ag Associate, Dairy Nutrition Consultant, Livestock Equipment Sales Manager, Agromony Sales Intern	891	8.0%	\$ 62,830	Bachelor's Degree
	Market Research Analysts and Marketing Specialists	Category Analyst - Beverage, Analytic Consultant III, SalesForce Effectiveness & Business Analytics Manager, Ag Sector Analyst	793	13.8%	\$ 67,446	Bachelor's Degree

















Rising Jobs (+5% or more from 2015 to 2016)

Bright Future Jobs (DEED-identified)

Green Jobs (DEED-identified)

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 AgCentric, 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.

Agribusiness Systems Career Pathway




Occupations	Job Titles	Total Job Count 2016	Change from 2015	Median Salary	Most Common Education Level Requirement	
Agribusiness	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products 	Field Sales Representative, Veterinary Account Representative, Digital Radiography Specialist, Ag Account Representative	759	-9.4%	\$ 82,175	Bachelor's Degree
	Insurance Sales Agents 	Insurance Specialist, Rural Markets Sales Representative, Benefits Counselor	683	-10.2%	\$ 71,737	Bachelor's Degree
	Accountants 	Senior Accountant, Cost Accounting Analyst, Cash Management Accountant	619	-9.4%	\$ 67,170	Bachelor's Degree
	Food Scientists and Technologists	New Product Development Food Chemist - Powdered Dairy Proteins, Protein Powder Food Chemist, Analytical Testing Lab Supervisor, Food Safety and Quality Manager, Food/Beverage/Dairy Plant Sanitation Specialist	496	44.2% 	\$ 68,670	Bachelor's Degree
	Computer User Support Specialists 	Systems Support Analyst, Formulation Product Specialist, Technical Services Specialist - Meat Applications	448	-28.4%	\$ 49,780	Bachelor's Degree
	Network and Computer Systems Administrators	CNC Technical Consultant, Citrix Engineer, Virtualization Administrator (VDI)	346	-7.0%	\$ 84,050	Bachelor's Degree
	Financial Managers, Branch or Department 	Account Manager III - Surfact Transportation Group, Equipment Finance Account Manager	268	29.5% 	\$ 92,752	Bachelor's Degree
	Logisticians	Supply Chain Import Specialist, MRP Planner, Bulk Supply Coordinator, Customer Logistics Liason	258	10.7% 	\$ 60,109	Bachelor's Degree
	Industrial Safety and Health Engineers 	EHS Specialist, Regional Environmental Health and Safety Manager, Safety Supervisor	231	-0.9%	\$ 75,545	Bachelor's Degree
	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive 	Office Assistant, Operations Assistant	229	9.0% 	\$ 29,758	GED/High School
	Office Clerks, General 	Office Assistant, Data Entry Specialist, Distribution Center Logistics and Shipping Admin Assistant	224	3.7%	\$ 26,872	GED/High School
	Financial Analysts 	Treasury Analyst, Finance Operations Analyst, Risk Measurement Analyst, Corporate Development Analyst	220	0.0%	\$ 77,520	Bachelor's Degree
	Operations Research Analysts 	Marketing Operations Analyst, Customer Operations Analyst, Supply Chain and Operations Analyst, Business Analyst	210	-3.7%	\$ 67,327	Bachelor's Degree
	Lawyers 	Multilingual Document Review Attorney, Contract Document Attorney, Patent Lawyer, Electronic Discovery Advisor, Employment and Labor Lawyer	206	160.8% 	\$ 90,696	Master's Degree




Occupations	Job Titles	Total Job Count 2016	Change from 2015	Median Salary	Most Common Education Level Requirement
Biological Science Teachers, Postsecondary	Faculty in the Department of Ecology, Evolution and Behavior, Assistant Professor of Agriculture Sciences	191	-0.5%	\$ 52,790	Bachelor's Degree
Web Developers	Director of Web Development, Digital Project Specialist, Senior Corporate Channel Manager	184	-17.1%	\$ 87,806	Bachelor's Degree
Loan Officers	Ag Loan Officer, Commercial Loan Officer, Agricultural Lender (N2B)	164	56.2% ↑	\$ 73,671	Bachelor's Degree
Human Resources Assistants, Except Payroll and Timekeeping	Human Resources Assistant, Human Resources Associate	121	-14.2%	\$ 34,966	Bachelor's Degree
Buyers and Purchasing Agents, Farm Products	Professional Buyer - Commodities, Grain Merchandiser	108	-45.7%	\$ 62,102	Bachelor's Degree
Agricultural Sciences Teachers, Postsecondary	Farm Operations and Management, Associate Professor of Culinary, Agriculture Teacher	107	52.9% ↑	\$ 47,654	Bachelor's Degree
Sales Engineers	IoT Solutions Sales Specialist, Enterprise IoT Architect - Manufacturing, Technical Sales Representative, Technical Account Specialist	101	-7.3%	\$ 88,300	Bachelor's Degree
Quality Control Systems Managers	Quality Manager, Future Opportunities - Quality, Food Production Quality Assurance Specialist	97	155.3% ↑	\$ 77,323	Bachelor's Degree
Storage and Distribution Managers	Distribution Coordinator, Seed Distribution Manager, Raw Materials Warehouse and Logistics Manager	97	4.3%	\$ 55,767	Bachelor's Degree
Vocational Education Teachers, Postsecondary	Farm Business Management Instructor, Lamb and Wool Management Instructor	89	21.9% ↑	\$ 56,911	Bachelor's Degree
Regulatory Affairs Specialists	Regulatory Manager, Animal Nutrition Regulatory Manager	80	27.0% ↑	\$ 70,373	Bachelor's Degree
Graphic Designers	Project Services Designer, Production Artist, Graphic Designer	68	-4.2%	\$ 51,057	Bachelor's Degree
Credit Analysts	Agricultural Credit Analyst, Commercial Underwriter	68	15.3% ↑	\$ 60,735	Bachelor's Degree
Wholesale and Retail Buyers, Except Farm Products	Assistant Buyer, Senior Merchandiser, Frozen Buyer	44	-4.3%	\$ 59,528	Bachelor's Degree
Supply Chain Managers	Manager - Supply Chain Improvement, Supply Chain Finance Manager, Near Infrared Senior Technologist	42	40.0% ↑	\$ 96,195	Bachelor's Degree
Technical Writers	Service Publications Supervisor, Technical Writer and Trainer	41	7.9% ↑	\$ 61,634	Bachelor's Degree
Training and Development Managers	Training and Development Manager, Executive and Leadership Development	40	-2.4%	\$ 82,600	Bachelor's Degree
Farm and Home Management Advisors	Extension Educator in Ag Production Systems, Farm Steward	29	31.8% ↑	\$ 42,693	Bachelor's Degree

Agribusiness


Agribusiness Systems Career Pathway

Occupations	Job Titles	Total Job Count 2016	Change from 2015	Median Salary	Most Common Education Level Requirement
Reporters and Correspondents 	News Reporter, Water and Environment Reporter	26	333.3% 	\$ 48,523	Bachelor's Degree
Quality Control Analysts 	Associate Quality Assurance Specialist, Quality Assurance - Control Specialist	22	22.2% 	\$ 37,508	Bachelor's Degree
Audio and Video Equipment Technicians	Senior Live Event Webcast Producer, Senior Media Technology Producer	21	110.0% 	\$ 44,617	Bachelor's Degree
Data Entry Keyers	Data Entry Clerk, Claims Support Specialist, Underwriting Support Specialist, Fiscal Assistant	13	-35.0%	\$ 27,051	GED/High School
Stock Clerks and Order Fillers 	Stocker Merchandiser, Market Service Team Member	11	120.0% 	\$ 21,262	GED/High School
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	Loadout Checker, Scale Clerk - Curing & Ham Boning	11	-47.6%	\$ 24,794	GED/High School
Career/Technical Education Teachers, Middle School	CTE Teacher - Agriculture	9	200.0%	\$ 28,548	GED/High School
Mail Clerks and Mail Machine Operators, Except Postal Service	Mail Clerk, Mail Machine Operator, Mail Sorter	4	-71.4%	\$ 25,560	GED/High School
Automotive and Watercraft Service Attendants	Vehicle Fueler and Washer	4	-50.0%	\$ 21,500	GED/High School
Budget Analysts	Budget Analysts	3	-72.7%	\$ 63,654	Bachelor's Degree
Photographers	Animal Photographer, Product Photographer	3	50.0%	\$ 57,333	GED/High School
Aircraft Cargo Handling Supervisors	Ramp Agent	3	50.0%	\$ 41,174	GED/High School
Proofreaders and Copy Markers	Proofreader, Publication Copy Marker	3	200.0%	\$ 38,013	Bachelor's Degree
Survey Researchers	Online Survey Programmer, Field Researcher	2		\$ 34,000	Master's Degree
Office Machine Operators, Except Computer	Copy Operator	2		\$ 26,000	GED/High School
Farm Labor Contractors	Farm Sanitation Crew, Crew Leader	2		\$ 43,000	GED/High School
Transportation Security Screeners	Security Screener, Transportation Security Inspector	1		\$ 31,200	GED/High School
Document Management Specialists 	Document Control Specialist, Imaging Specialist	1		\$ 31,200	Associate's Degree or Certificate
Product Safety Engineers	Product Safety Engineer, Compliance Engineer, Safety Inspection Engineer	1		\$ 81,000	GED/High School
File Clerks	File Clerk, Claims Clerk, Documentation Specialist	1		\$ 24,000	GED/High School

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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

Erin Olson, Research Strategist
Based on Agriculture, Food and Natural Resources
Career Pathways from Minnesota State CTE

