



Soybean and Hemp Processing Industries

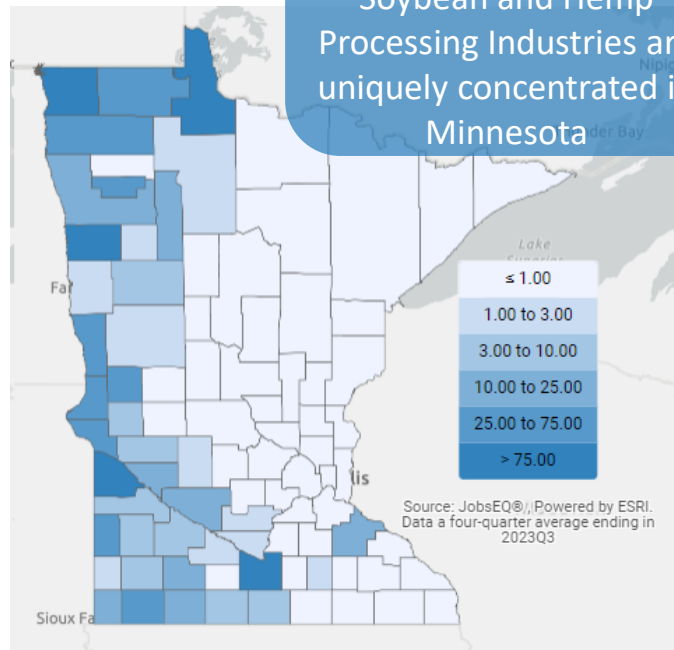
Minnesota

Industry Overview

Industry	Employed	Mean Annual Wages	LQ	5-Year Historic Employment Trend	GRP	5-Year Forecast
Soybean and Hemp Processing Industries (Total)	924	\$76,057	3.23		\$0.2B	Annual growth: -0.8% Total demand: 474
Soybean and Other Oilseed Processing (311224)	627	\$89,773	3.39		\$0.1B	Annual growth: -0.8% Total demand: 296
Soybean Farming (111110)	297	\$47,091	2.93		\$33.7M	Annual growth: -0.6% Total demand: 179

3.23

Location quotient
Soybean and Hemp Processing Industries are uniquely concentrated in Minnesota



132

Employers in 2022
(up from 67 in 2012)

>99%

Private employers
(1 self-employed and 0 government employers)

924 Employed

Top Five Counties By number of employees

Blue Earth	370
Kittson	90
Lac Qui Parle	77
Nobles	66
Goodhue	48

April 2024





Soybean and Hemp Processing Industries

Minnesota

Top Ten Occupations by Number Employed

#	Occupation (SOC)	Employed	Mean Annual Wages	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
1	Farmworkers and Laborers, Crop, Nursery, and Greenhouse (45-2092)	141	\$38,700	None	None	Short-term OJT
2	Packaging and Filling Machine Operators and Tenders (51-9111)	68	\$49,700	HS or equivalent	None	Moderate-term OJT
3	Food Batchmakers (51-3092)	63	\$50,800	HS or equivalent	None	Moderate-term OJT
4	Farmers, Ranchers, and Other Agricultural Managers (11-9013)	62	\$72,100	HS or equivalent	5 years or more	None
5	Laborers and Freight, Stock, and Material Movers, Hand (53-7062)	29	\$51,200	None	None	Short-term OJT
6	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders (51-9021)	27	\$57,800	HS or equivalent	None	Moderate-term OJT
7	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders (51-9012)	24	\$48,400	HS or equivalent	None	Moderate-term OJT
8	First-Line Supervisors of Production and Operating Workers (51-1011)	24	\$74,800	HS or equivalent	Less than 5 years	None
9	Production Workers, All Other (51-9199)	22	\$59,000	HS or equivalent	None	Moderate-term OJT
10	General and Operations Managers (11-1021)	22	\$142,900	Bachelor's degree	5 years or more	None

Most top occupations in the industry require little education or experience, and short or moderate-term on-the-job training. Management roles in the top 10 require more experience or a BA/BS.

April 2024





Soybean and Hemp Processing Industries

Minnesota

Industrial Engineering Technologists and Technicians

Occupations of Interest

The Opportunity

Industrial Engineering Technologist and Technician roles typically require an Associate degree. While the number working in Soybean and Hemp Processing is small, over 3,500 work in this occupation statewide across all industries. Further, this occupation often feeds into two other roles that are more common in the industry: First-Line Supervisors of Production and Operating Workers, Industrial Engineers

Occupation (SOC)	Industry Employed	Industry 5-year Total Demand	Mean Annual Wages	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
Industrial Engineering Technologists and Technicians (17-3026)	1	1	\$65,100	Associate's degree	None	None
First-Line Supervisors of Production and Operating Workers (51-1011)	24	10	\$74,800	HS or equivalent	Less than 5 years	None
Industrial Engineers (17-2112)	17	5	\$107,100	Bachelor's degree	None	None
Total	42	15				

Industrial Engineering Technologists and Technicians Facts (Across all industries statewide)

1.7%
Unemployment rate

2.76
Location Quotient

0.0%
Forecast Annual Growth

112
Online job ads (past 30 days)

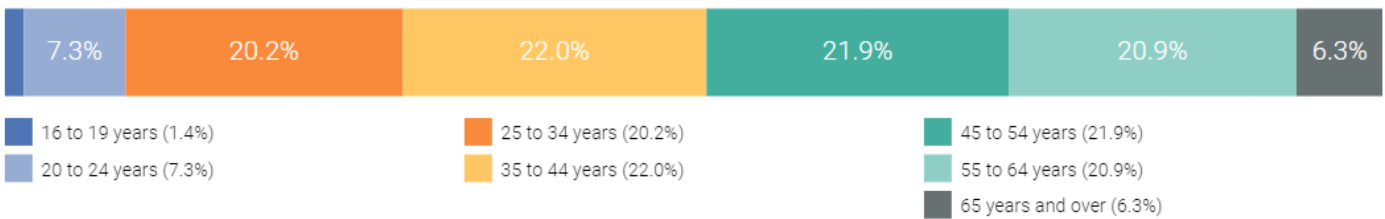
April 2024



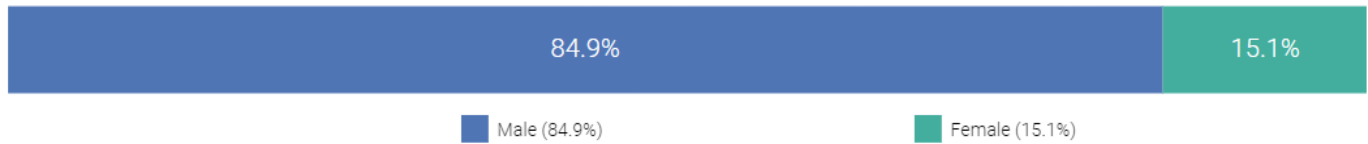
**Industrial
Engineering
Technologists and
Technicians**

**Estimated Talent Pool Diversity
(Across all industries statewide)**

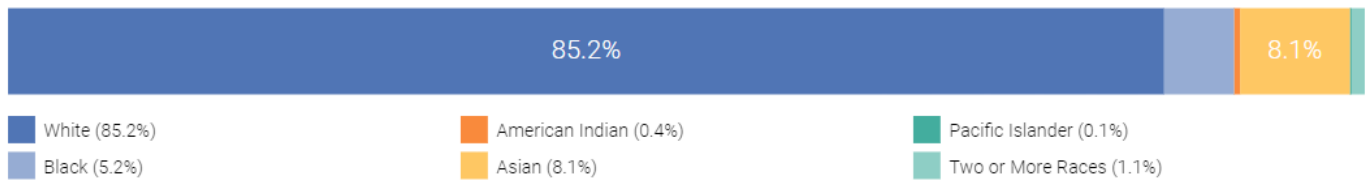
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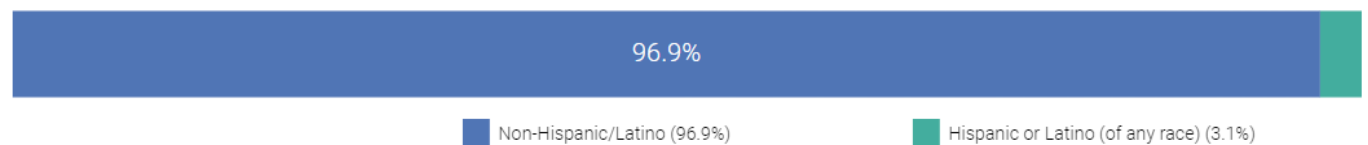
Gender



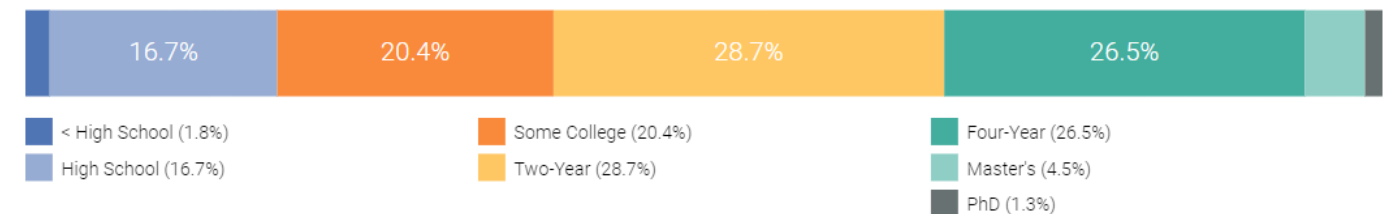
Race



Ethnicity



Educational Attainment





Soybean and Hemp Processing Industries

Minnesota

Industrial Machinery Mechanics

Occupations of Interest

The Opportunity

While Industrial Machinery Mechanics roles require only a High School education, they involve long-term on-the-job training—and postsecondary programs do exist to prepare candidates for this occupation. Many of the same educational programs will prepare Machinery Maintenance Workers, who also require long-term on-the-job training. General Maintenance and Repair Workers is a related occupation also in relatively high demand in the industry.

Occupation (SOC)	Industry Employed	Industry 5-year Total Demand	Mean Annual Wages	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
Industrial Machinery Mechanics (49-9041)	18	6	\$69,000	HS or equivalent	None	Long-term OJT
Maintenance Workers, Machinery (49-9043)	9	4	\$62,300	HS or equivalent	None	Long-term OJT
Maintenance and Repair Workers, General (49-9071)	20	8	\$64,400	HS or equivalent	None	Moderate-term OJT
Total	47	18				

Industrial Machinery Mechanics Facts (Across all industries statewide)

1.5%
Unemployment rate

0.90
Location Quotient

1.1%
Forecast Annual Growth

80
Online job ads (past 30 days)

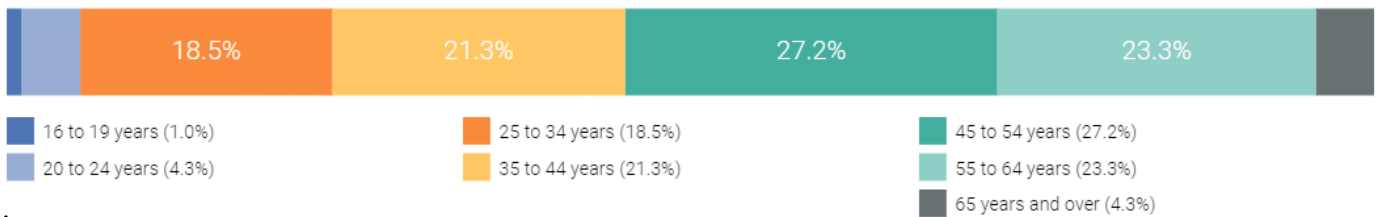
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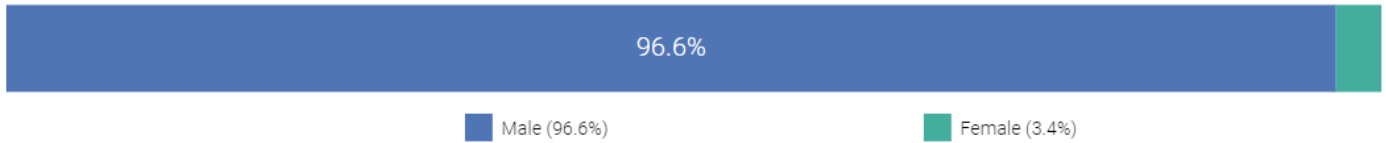
Industrial Machinery Mechanics

Estimated Talent Pool Diversity
(Across all industries statewide)

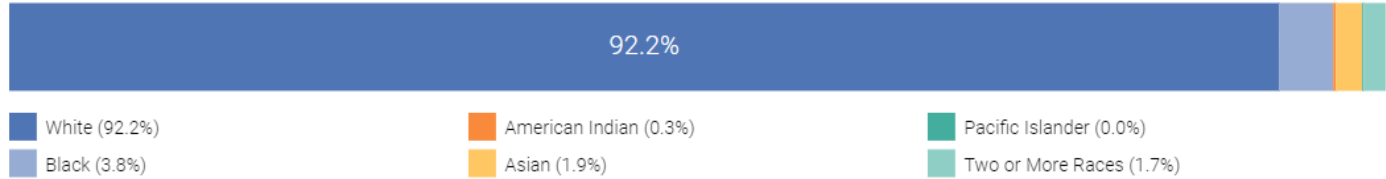
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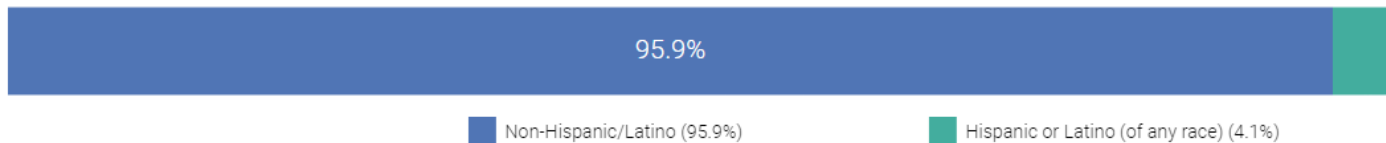
Gender



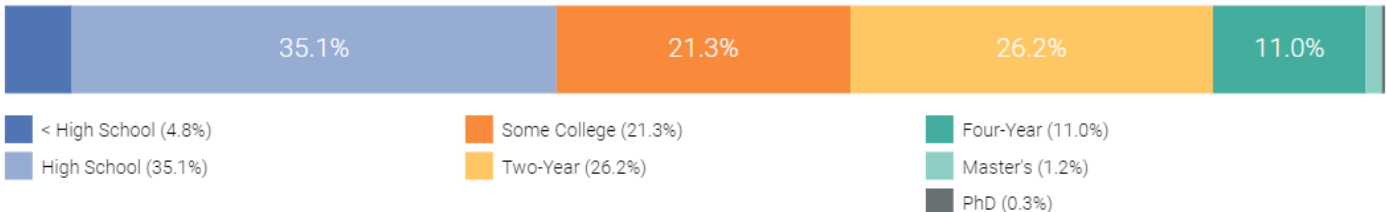
Race



Ethnicity



Educational Attainment





Food Science Technicians

Occupations of Interest

The Opportunity

Food Science Technician roles typically require an Associate degree. While the number working in Soybean and Hemp Processing is small, over 400 work in this occupation statewide across industries. Further, this occupation often feeds into the Food Scientists and Technologists occupation, which is also of need in the industry.

Occupation (SOC)	Industry Employed	Industry 5-year Total Demand	Mean Annual Wages	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
Food Science Technicians (19-4013)	7	4	\$52,000	Associate's degree	None	Moderate-term OJT
Food Scientists and Technologists (19-1012)	6	2	\$99,300	Bachelor's degree	None	None
Total	13	7				

Food Science Technicians Facts (Across all industries statewide)

1.0%
Unemployment rate

1.22
Location Quotient

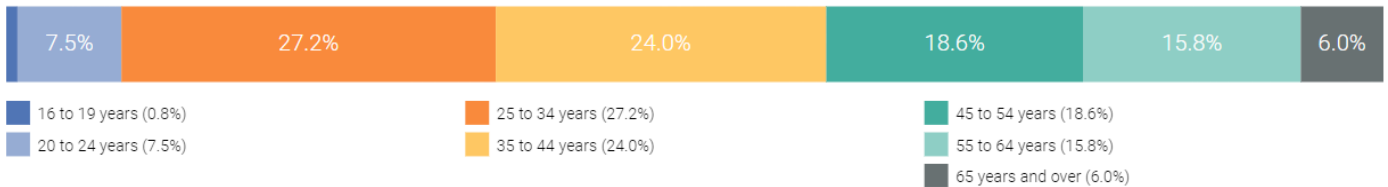
0.0%
Forecast Annual Growth

95
Online job ads (past 30 days)

Food Science Technicians

Estimated Talent Pool Diversity
(Across all industries statewide)

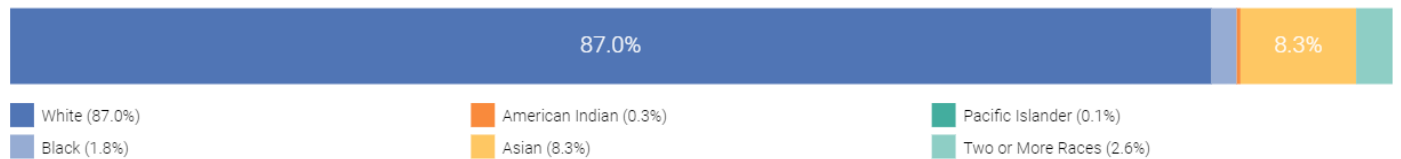
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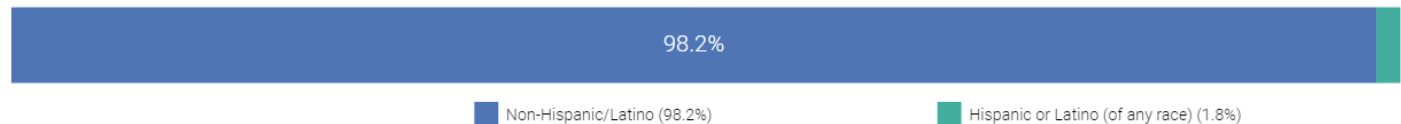
Gender



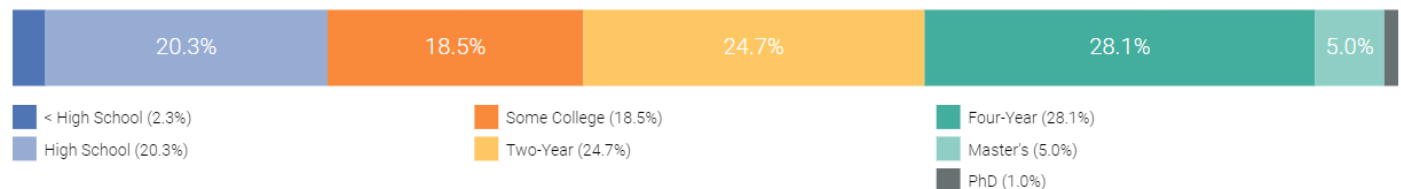
Race



Ethnicity



Educational Attainment



2023 Job Posting Data

Industrial Engineering, Industrial Machinery, and Food Science Career Clusters*
Soybean and Hemp Processing Industries

Top Employers Hiring

Employer	Posts
Stantec	12
CPM Holdings	8
CHS Inc	4
Archer Daniels Midland	3
Advantage Solutions Group, Inc	2

31 Posts
Industrial
Engineering*

7 Posts
Industrial
Machinery*

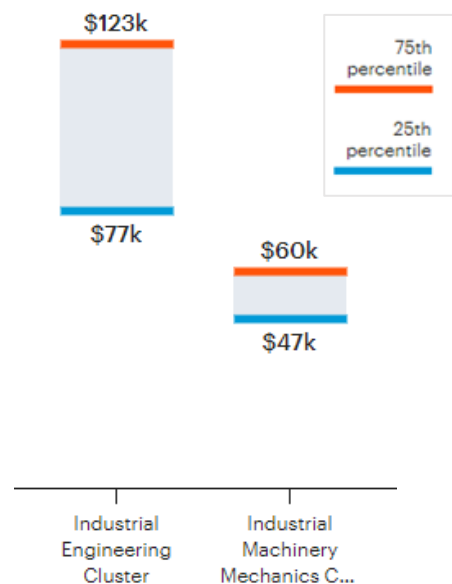
0 Posts
Food Science*

23%
more posts
vs. 2022

Other Employers Hiring (One job post per employer)

Ag Processing Inc.
Archer Daniels Midland
CPM Holdings
Crown Iron Works
Ilitch Companies
Ilitch Companies
K & D Krueger Farms & Sons
LG SEEDS
McGough Companies

Posted Salaries



*Industrial Engineering includes Industrial Engineering Technologists and Technicians (17-3026), First-Line Supervisors of Production and Operating Workers (51-1011), and Industrial Engineers (17-2112); Industrial Machinery includes Industrial Machinery Mechanics (49-9041), Maintenance Workers, Machinery (49-9043), and Maintenance and Repair Workers, General (49-9071); Food Science includes Food Science Technicians (19-4013) and Food Scientists and Technologists (19-1012). Developed by Catherine Jett, RealTime Talent.

All data analyzed as of 4/10/2024 from TalentNeuron online job postings newly advertised between January 1, 2023 and December 31, 2023 (excluding staffing agencies). Posts included in analysis meet three criteria: 1) pertain to any of the eight occupations listed above; 2) include reference to "hemp," "oilseed," "oil seed," "soybean," or "soy bean"; 3) employer must not be a brewery. Contact Erin Olson at erin@realtimetalentmn.org with questions or inquiries about this report.