

Soybean and Hemp Processing Industries

Iowa, Minnesota, Nebraska, North Dakota, South Dakota

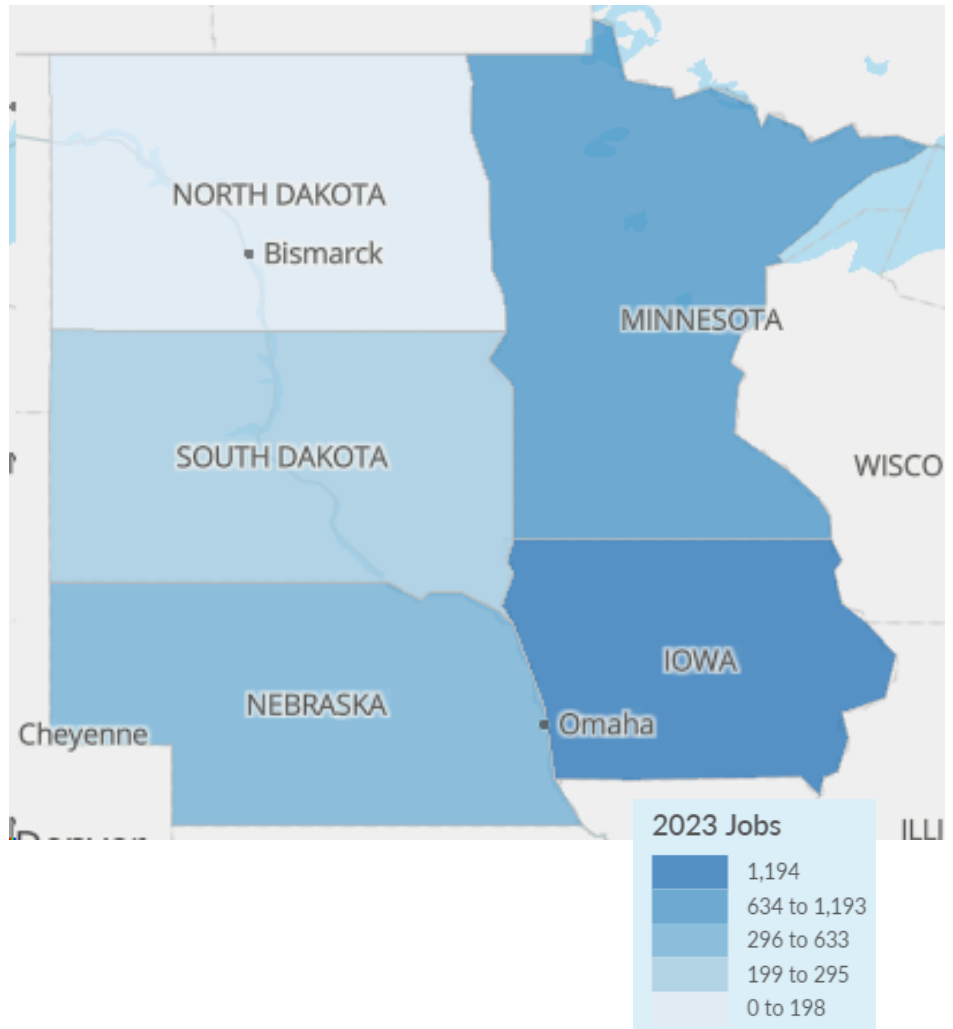
Industry Overview

Industry	Employed	Mean Annual Wages	GRP	Employment Growth	
				5 Year History (2018-2023)	5 Year Forecast (2023-2028)
Soybean and Other Oilseed Processing (311224)	2,515	\$101,792	\$2.4B	21%	11%

2,515
Employed

High
Concentration of industry jobs in the region

High
Employment growth in the region vs. national average



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**Industrial
Engineering
Technologists and
Technicians**

Occupations of Interest

Across all industries in the region

\$59,778
Median salary

5,343
Employed

5%
Growth by 2028

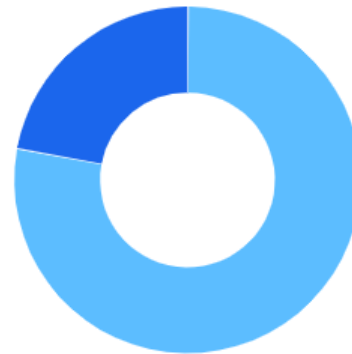
Estimated Talent Pool Diversity (Across all industries in the region)

Age



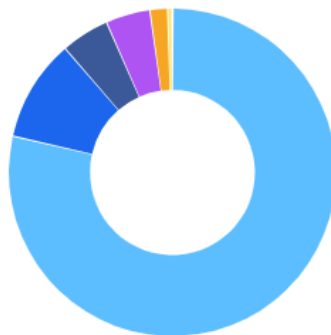
14-18	0.3%
19-24	7.0%
25-34	19.7%
35-44	21.7%
45-54	23.2%
55-64	23.2%
65+	4.8%

Gender



Males	77.8%
Females	22.2%

Race/Ethnicity



White	78.5%
Asian	10.1%
Black or African American	4.8%
Hispanic or Latino	4.4%
Two or More Races	1.7%
American Indian or Alaska Native	0.4%
Native Hawaiian or Other Pacific Islander	0.1%

April 2024

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Industrial Machinery Mechanics

Occupations of Interest

Across all industries in the region

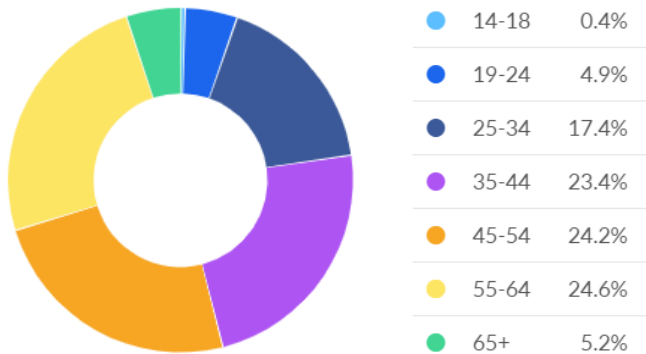
\$59,326
Median salary

19,376
Employed

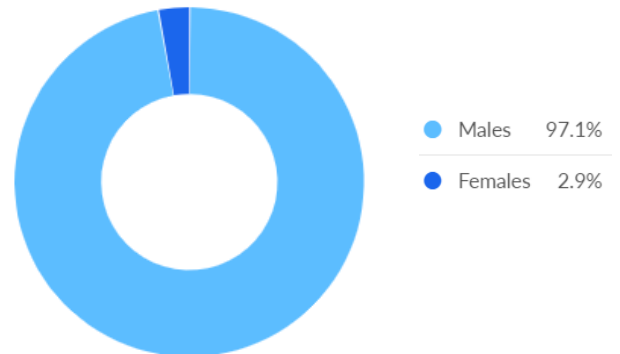
13%
Growth by 2028

Estimated Talent Pool Diversity (Across all industries in the region)

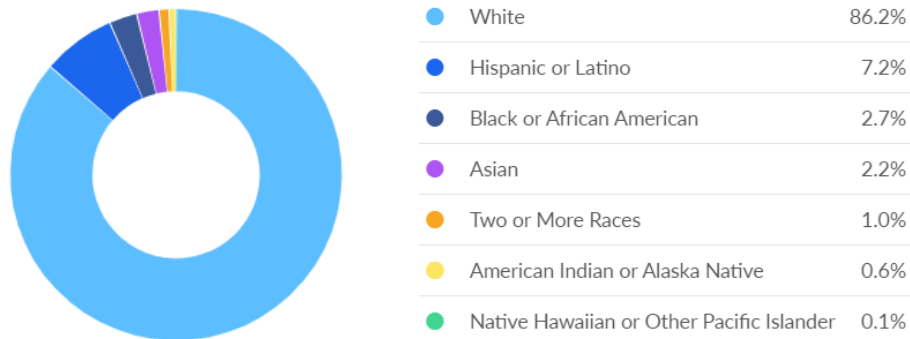
Age



Gender



Race/Ethnicity



April 2024



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Food Science Technicians

Occupations of Interest

Across all industries in the region

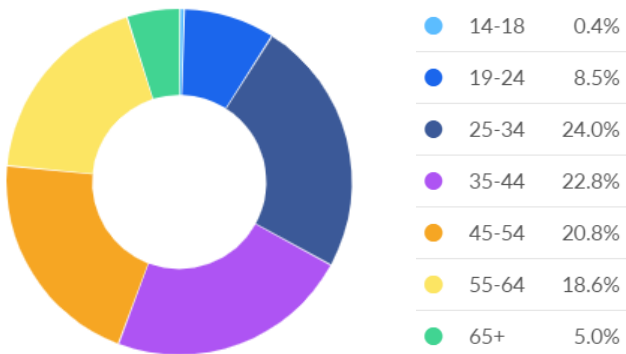
\$59,778
Median salary

5,343
Employed

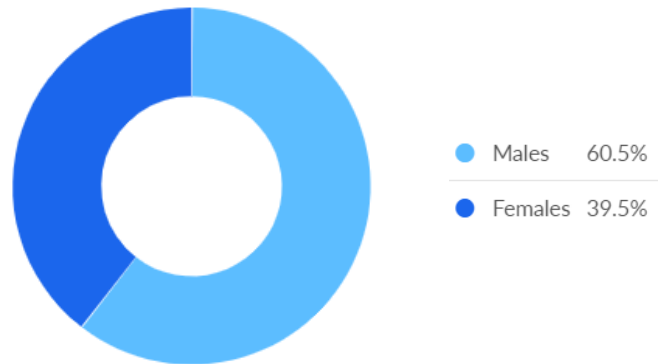
5%
Growth by 2028

Estimated Talent Pool Diversity (Across all industries in the region)

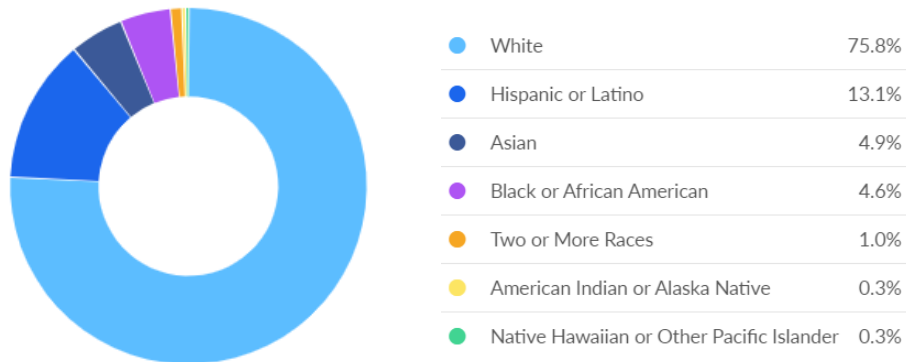
Age



Gender



Race/Ethnicity



April 2024

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2023 Job Posting Data

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

Top Employers Hiring

Employer	Posts
BUNGE	94
Archer Daniels Midland	30
Ag Processing Inc.	16
Stantec	12
Cargill	9
CPM Holdings	9
Syngenta	6
CHS Inc	4

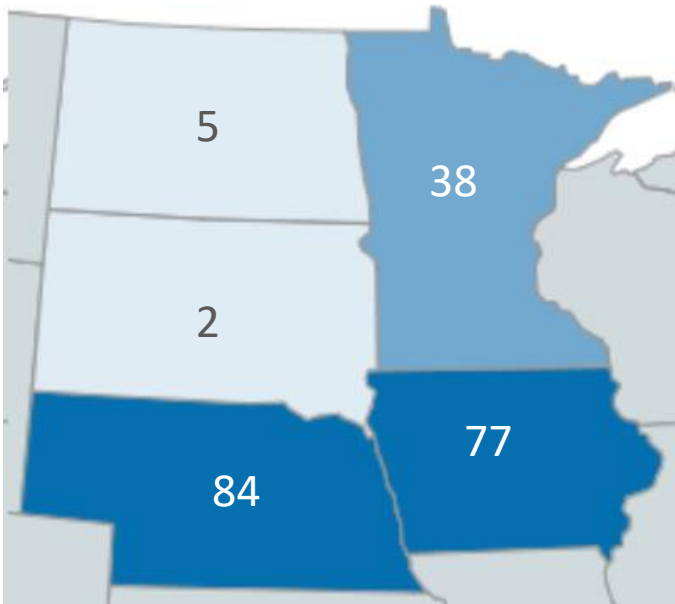
142 Posts
Industrial Engineering*

56 Posts
Industrial Machinery *

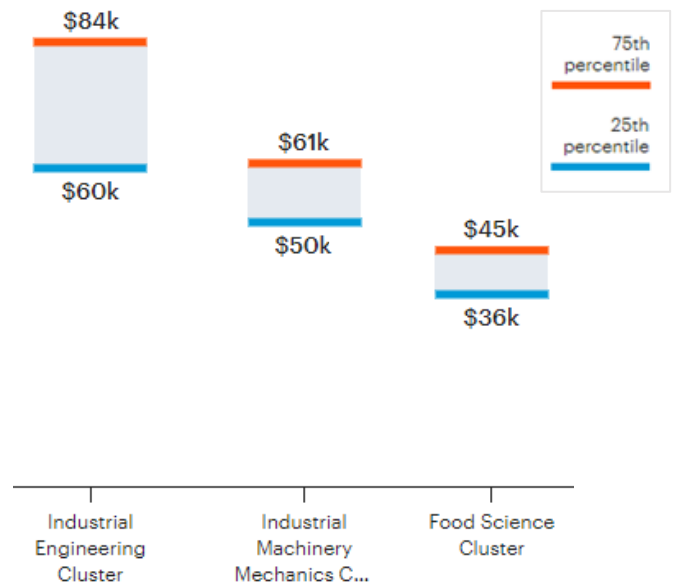
8 Posts
Food Science*

-18%
fewer posts
vs. 2022

Unique Posts by State



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.

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2023 Job Posting Data

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

Top Requested Specialized Skills

Skills	Projected Skill Growth	Skill Growth Relative to Market
Good Manufacturing Practices	+13.1%	Growing
Machinery	+8.0%	Stable
Process Improvement	+27.0%	Rapidly Growing
Food Safety And Sanitation	+11.7%	Growing
Food Quality Assurance And Control	+13.1%	Growing
Safety Standards	+5.9%	Stable
Production Schedule	+13.7%	Growing
Quality Management	+16.5%	Growing
Electrical Systems	+11.7%	Growing
Programmable Logic Controllers	+14.7%	Growing

50
Unique specialized skills requested

41
Unique common skills requested

Top Requested Common Skills

	Projected Skill Growth	Skill Growth Relative to Market
Packaging And Labeling	+14.8%	Growing
Communication	+3.6%	Lagging
Operations	+8.1%	Stable
Management	+5.3%	Stable
Lifting Ability	+10.6%	Growing
Sanitation	+9.5%	Growing
Writing	+11.8%	Growing
Customer Service	+5.2%	Stable
Interpersonal Communications	+12.5%	Growing
Coaching	+16.4%	Growing

*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 utilizing Lightcast 2024Q1 dataset of online job postings newly advertised between January 1, 2023 and December 31, 2023. Posts included in analysis meet two criteria: 1) pertain to any of the eight occupations listed above; 2) pertain to any of the following industries: Soybean Farming (111110), Soybean and Other Oilseed Processing (311224). Contact Erin Olson at erin@realtimetalentmn.org with questions or inquiries about this report.