

Occupation Overview

Emsi Q1 2017 Data Set

March 2017

Western Technical College



400 Seventh Street
La Crosse, Wisconsin 54601
608.785.9200

Parameters

Occupations

Code	Description
11-3111	Compensation and Benefits Managers
11-3121	Human Resources Managers
13-1071	Human Resources Specialists
13-1075	Labor Relations Specialists
13-1141	Compensation, Benefits, and Job Analysis Specialists
13-1151	Training and Development Specialists
43-4161	Human Resources Assistants, Except Payroll and Timekeeping

Regions

Code	Description
55011	Buffalo County, WI
55023	Crawford County, WI
55053	Jackson County, WI
55057	Juneau County, WI
55063	La Crosse County, WI
55081	Monroe County, WI
55121	Trempealeau County, WI
55123	Vernon County, WI

Timeframe

2018 - 2022

Datarun

2017.1 – Employees

SOC	Description	2018 Jobs	2022 Jobs	2018 - 2022 Change	2018 - 2022 % Change	2018 - 2022 Openings	Annual Openings	Median Hourly Earnings
11-3111	Compensation and Benefits Managers	<10	10	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
11-3121	Human Resources Managers	109	114	5	5%	18	5	\$34.45
13-1071	Human Resources Specialists	515	523	8	2%	59	15	\$22.84
13-1075	Labor Relations Specialists	57	44	(13)	(23%)	<10	Insf. Data	\$10.15
13-1141	Compensation, Benefits, and Job Analysis Specialists	35	39	4	11%	<10	Insf. Data	\$21.02
13-1151	Training and Development Specialists	244	251	7	3%	31	8	\$19.04
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	130	130	0	0%	<10	Insf. Data	\$18.49
		1,100	1,111	11	1%	129	32	\$21.75

Occupation Summary for Human Resource Management 2015 (AED)

1,086 Jobs (2016) 12% below National average	1.0% % Change (2018-2022) Nation: 3.1%	\$21.75/hr Median Hourly Earnings Nation: \$29.98/hr
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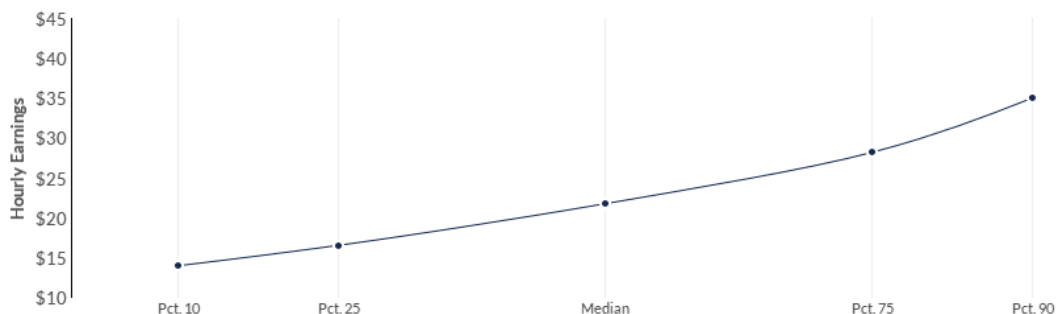
Growth

1,100 2018 Jobs	1,111 2022 Jobs	11 Change (2018-2022)	1.0% % Change (2018-2022)
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Occupation	2018 Jobs	2022 Jobs	Change	% Change
Compensation and Benefits Managers (11-3111)	10	10	0	0%
Human Resources Managers (11-3121)	109	114	5	5%
Human Resources Specialists (13-1071)	515	523	8	2%
Labor Relations Specialists (13-1075)	57	44	-13	-23%
Compensation, Benefits, and Job Analysis Specialists (13-1141)	35	39	4	11%
Training and Development Specialists (13-1151)	244	251	7	3%
Human Resources Assistants, Except Payroll and Timekeeping (43-4161)	130	130	0	0%

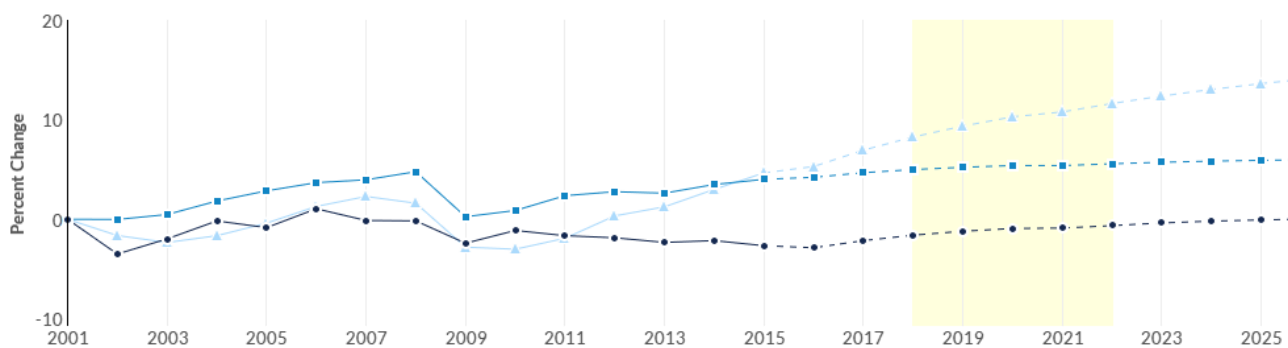
Percentile Earnings

\$16.52/hr 25th Percentile Earnings	\$21.75/hr Median Earnings	\$28.19/hr 75th Percentile Earnings
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Occupation	25th Percentile Earnings	Median Earnings	75th Percentile Earnings
Compensation and Benefits Managers (11-3111)	\$26.56	\$35.15	\$46.44
Human Resources Managers (11-3121)	\$24.70	\$34.45	\$49.03
Human Resources Specialists (13-1071)	\$17.64	\$22.84	\$29.13
Labor Relations Specialists (13-1075)	\$8.53	\$10.15	\$15.64
Compensation, Benefits, and Job Analysis Specialists (13-1141)	\$17.22	\$21.02	\$25.56
Training and Development Specialists (13-1151)	\$13.43	\$19.04	\$24.58
Human Resources Assistants, Except Payroll and Timekeeping (43-4161)	\$15.22	\$18.49	\$21.40

Regional Trends



	Region	2018 Jobs	2022 Jobs	Change	% Change
●	Region	1,100	1,111	11	1.0%
●	State	27,674	27,828	154	0.6%
●	Nation	1,269,342	1,308,844	39,502	3.1%

Regional Breakdown

County	2022 Jobs
La Crosse County, WI	502

County	2022 Jobs
Monroe County, WI	203
Trempealeau County, WI	98
Juneau County, WI	82
Vernon County, WI	77

Occupation Gender Breakdown

Gender	2016 Jobs	2016 Percent
Males	329	30.3%
Females	757	69.7%

Occupation Age Breakdown

Age	2016 Jobs	2016 Percent
14-18	2	0.2%
19-24	54	5.0%
25-34	258	23.7%
35-44	247	22.7%
45-54	273	25.1%
55-64	218	20.1%
65+	36	3.3%

Occupation Race/Ethnicity Breakdown

Race/Ethnicity	2016 Jobs	2016 Percent
White	1,000	92.1%
Black or African American	29	2.6%

	Race/Ethnicity	2016 Jobs	2016 Percent
•	Hispanic or Latino	24	2.2%
•	Asian	18	1.7%
•	American Indian or Alaska Native	8	0.8%
•	Two or More Races	8	0.7%
•	Native Hawaiian or Other Pacific Islander	0	0.0%

Occupational Programs

	2 Programs (2015)	11 Completions (2015)	37 Openings (2015)
CIP Code	Program		Completions (2015)
52.1001	Human Resources Management/Personnel Administration, General		11
52.0408	General Office Occupations and Clerical Services		0

Industries Employing Human Resource Management 2015 (AED)

Industry	Occupation Group Jobs in Industry (2016)	% of Occupation Group in Industry (2016)	% of Total Jobs in Industry (2016)
Corporate, Subsidiary, and Regional Managing Offices	117	10.8%	5.2%
Federal Government, Civilian, Excluding Postal Service	86	7.9%	2.7%
Local Government, Excluding Education and Hospitals	79	7.3%	1.0%
General Medical and Surgical Hospitals	50	4.6%	0.5%
Labor Unions and Similar Labor Organizations	46	4.2%	73.0%

Appendix A - Data Sources and Calculations

Location Quotient

Location quotient (LQ) is a way of quantifying how concentrated a particular industry, cluster, occupation, or demographic group is in a region as compared to the nation. It can reveal what makes a particular region unique in comparison to the national average.

Occupation Data

Emsi occupation employment data are based on final Emsi industry data and final Emsi staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level Emsi earnings by industry.

Completers Data

The completers data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.

Institution Data

The institution data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.

State Data Sources

This report uses state data from the following agencies: Illinois Department of Employment Security, Employment Projections; Iowa Workforce Development; Michigan Department of Labor and Economic Growth, Bureau of Labor Market Information and Strategic Initiatives; Minnesota Department of Employment and Economic Development; Wisconsin Department of Workforce Development, Bureau of Workforce Information