

Human Resource Management

Five Year Trend

Five Year Enrollment Change	-50.2%		FY 2008 FTEs	90.53
Five Year FTEs Change	-55.1%		FY 2009 FTEs	54.77
Five Year Graduate Change	25.0%		FY 2010 FTEs	51.93
FY 2007 Enrollee	213		FY 2011 FTEs	54.63
FY 2008 Enrollee	166		FY 2007 Graduate	12
FY 2009 Enrollee	113		FY 2008 Graduate	18
FY 2010 Enrollee	95		FY 2009 Graduate	16
FY 2011 Enrollee	106		FY 2010 Graduate	10
FY 2007 FTEs	121.77		FY 2011 Graduate	15

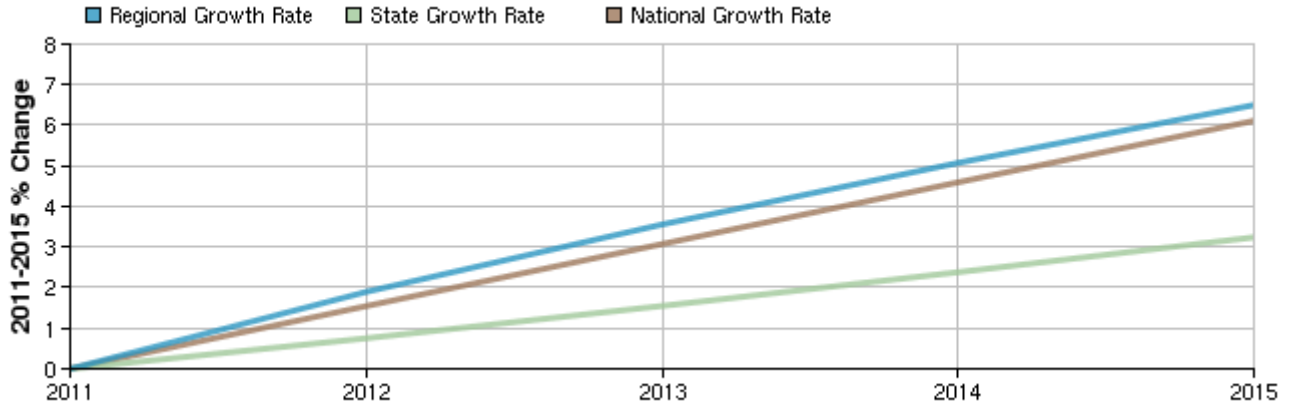
Selected Occupations

Occupation	Education Level
Compensation and benefits managers (SOC 11-3041)	Degree plus work experience
Human resources managers, all other (SOC 11-3049)	Degree plus work experience
Employment, recruitment, and placement specialists (SOC 13-1071)	Bachelor's degree
Compensation, benefits, and job analysis specialists (SOC 13-1072)	Bachelor's degree
Training and development specialists (SOC 13-1073)	Bachelor's degree
Human resources, training, and labor relations specialists, all other (SOC 13-1079)	Bachelor's degree
Human resources assistants, except payroll and timekeeping (SOC 43-4161)	Short-term on-the-job training

Executive Summary

Basic Information	
2011 Occupational Jobs	1,073
2015 Occupational Jobs	1,143
Total Change	70
Total % Change	6.43%
Openings	188
2011 Median Hourly Earnings	\$21.38

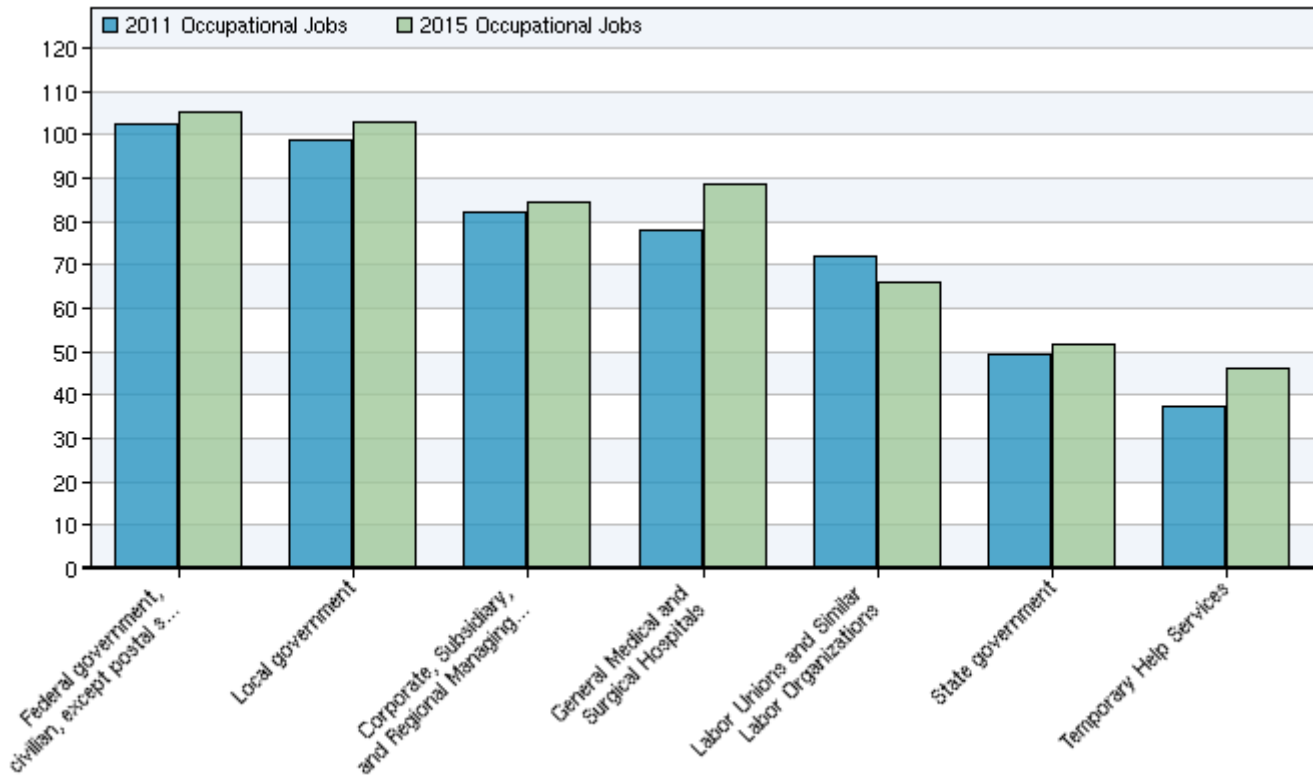
Occupational Change Summary



Region	2011 Jobs	2015 Jobs	Change	% Change	Openings	2011 Median Hourly Earnings
Regional Total	1,073	1,143	70	7%	188	\$21.38
State Total	26,865	27,735	870	3%	4,074	\$21.55
National Total	1,071,160	1,136,611	65,451	6%	183,235	\$24.92

Source: EMSI Complete Employment - 2011.3

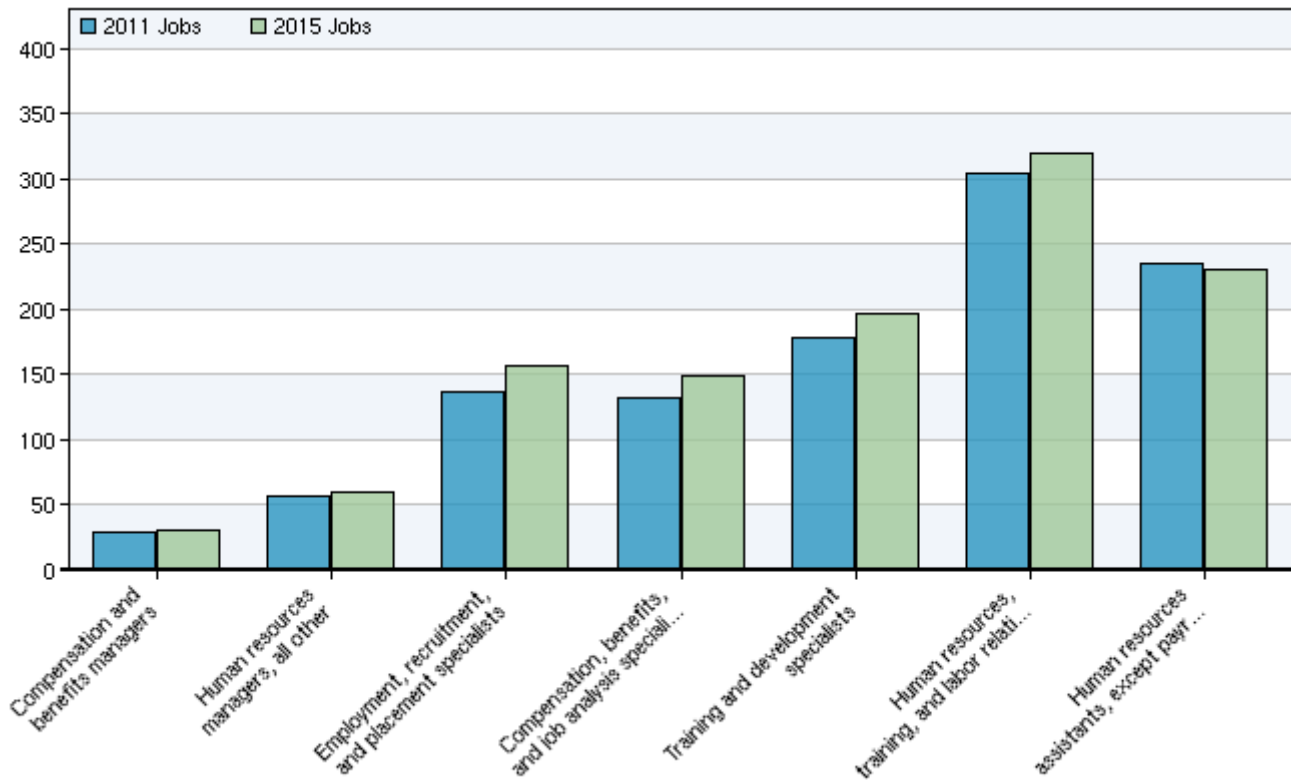
Top Industries for Selected Occupations



NAICS Code	Name	2011 Jobs	2015 Jobs	Change	% Change
911000	Federal government, civilian, except postal service	102	105	3	3%
930000	Local government	99	103	4	4%
551114	Corporate, Subsidiary, and Regional Managing Offices	82	85	3	4%
622110	General Medical and Surgical Hospitals	78	89	11	14%
813930	Labor Unions and Similar Labor Organizations	72	66	-6	-8%
920000	State government	49	52	3	6%
561320	Temporary Help Services	37	46	9	24%

Source: EMSI Complete Employment - 2011.3

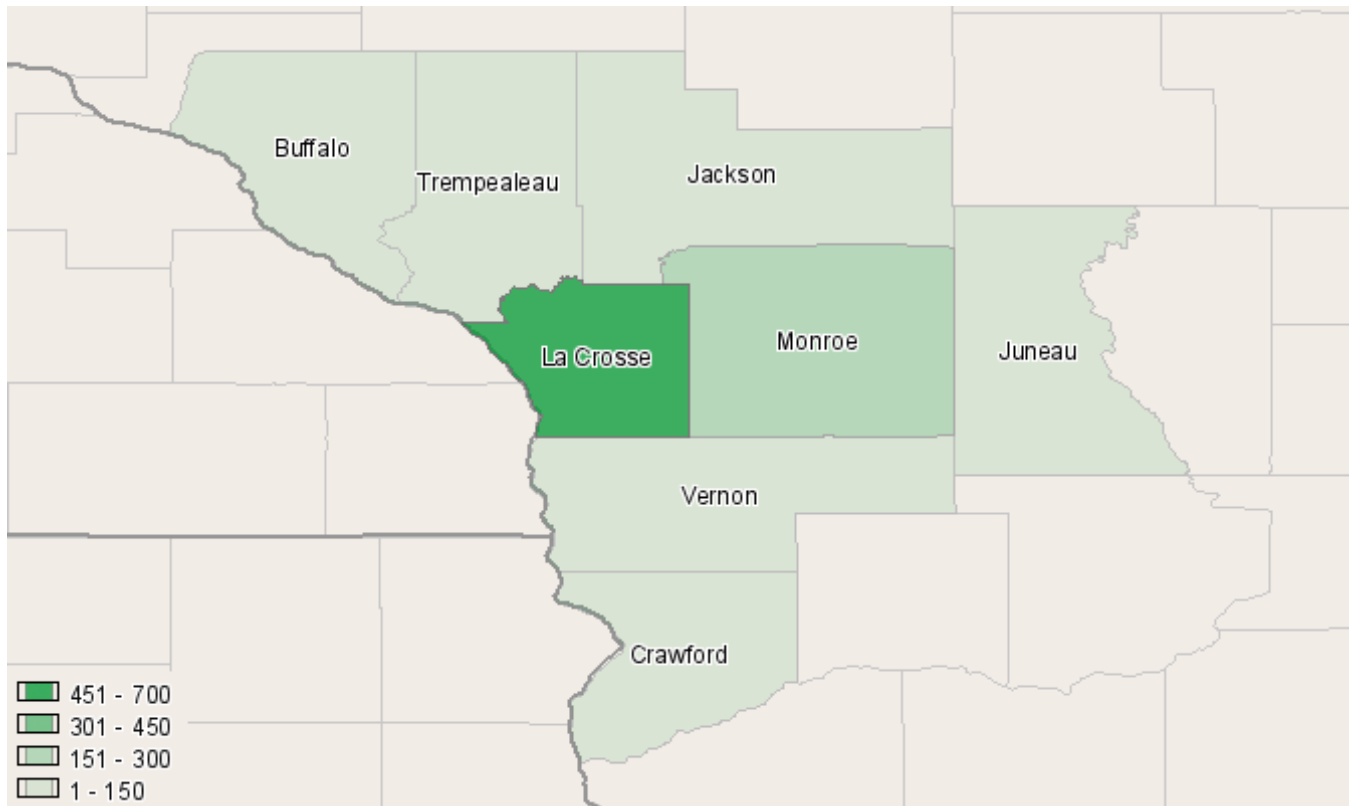
Occupational Breakdown



SOC Code	Description	2011 Jobs	2015 Jobs	Openings	2011 Median Hourly Earnings
11-3041	Compensation and benefits managers	29	30	4	\$35.50
11-3049	Human resources managers, all other	57	60	8	\$37.15
13-1071	Employment, recruitment, and placement specialists	137	156	33	\$18.33
13-1072	Compensation, benefits, and job analysis specialists	133	149	30	\$20.45
13-1073	Training and development specialists	178	197	38	\$20.05
13-1079	Human resources, training, and labor relations specialists, all other	304	320	48	\$22.81
43-4161	Human resources assistants, except payroll and timekeeping	236	231	27	\$17.32
	Total	1,073	1,143	188	\$21.38

Source: EMSI Complete Employment - 2011.3

Occupation Distribution



County	2011 Jobs
La Crosse, WI (55063)	601
Monroe, WI (55081)	189
Trempealeau, WI (55121)	62
Juneau, WI (55057)	51
Vernon, WI (55123)	49
Crawford, WI (55023)	43
Jackson, WI (55053)	43
Buffalo, WI (55011)	35

Source: EMSI Complete Employment - 2011.3

Three Year Graduate Employers

Human Resource Management

2007-2008

Graduates	21
Graduates Responding	15
Employed in Related Occupations	6
Employed in Non-Related Occupations	6
Seeking Employment	1
Not in Labor Market	2

Management Trainee	Reinhart Food Service, La Crosse, WI
Manager	Black River Memorial Hospital, Black River Falls, WI
Office Manager	Holmen Eye Clinic, Holmen, WI
HR Specialist	Festival Foods, Onalaska, WI
Front Desk Supervisor	Marriott Courtyard, La Crosse, WI
Payroll Assistant	Grand Heritage Properties, St. Paul, MN

2008-2009

Graduates	16
Graduates Responding	13
Employed in Related Occupations	9
Employed in Non-Related Occupations	3
Seeking Employment	1
Not in Labor Market	0

Benefit Administrator	Kalahari Resorts, Wisconsin Dells, WI
Business Development Representative	Dahl Automotive, Onalaska, WI
Customer Service Coordinator	La Crosse City Brewery, La Crosse, WI
Direct Support Person	Able Inc., Caledonia, MN
HR Assistant	Festival Foods, Onalaska, WI
HR Professional	Riverfront Inc., La Crosse, WI
Human Resources Director	State Bank Financial, La Crosse, WI
Production Control	LaX Fabricating, Ltd., Spring Grove, MN
Training Specialist	CROPP/Organic Valley, La Farge, WI

2009-2010

Graduates	9
Graduates Responding	6
Employed in Related Occupations	3
Employed in Non-Related Occupations	2
Seeking Employment	0
Continuing Education	1
Not in Labor Market	0

Human Resources	Marinuka Manor, Galesville, WI
Placement Manager/Recruiter	College Nannies & Tutors, Wayzata, MN

Region Information

Region: Western Technical College District

Description: Western District Counties

County Areas: Buffalo, Wisconsin (55011), Crawford, Wisconsin (55023), Jackson, Wisconsin (55053), Juneau, Wisconsin (55057), La Crosse, Wisconsin (55063), Monroe, Wisconsin (55081), Trempealeau, Wisconsin (55121), Vernon, Wisconsin (55123)

Data Sources and Calculations

Industry Data

In order to capture a complete picture of industry employment, EMSI basically combines covered employment data from Quarterly Census of Employment and Wages (QCEW) produced by the Department of Labor with total employment data in Regional Economic Information System (REIS) published by the Bureau of Economic Analysis (BEA), augmented with County Business Patterns (CBP) and Non-employer Statistics (NES) published by the U.S. Census Bureau. Projections are based on the latest available EMSI industry data, 15-year past local trends in each industry, growth rates in statewide and (where available) sub-state area industry projections published by individual state agencies, and (in part) growth rates in national projections from the Bureau of Labor Statistics.

Occupational Data

Organizing regional employment information by occupation provides a workforce-oriented view of the regional economy. EMSI's occupation data are based on EMSI's industry data and regional staffing patterns taken from the Occupational Employment Statistics program (U.S. Bureau of Labor Statistics). Wage information is partially derived from the American Community Survey. The occupation-to-program (SOC-to-CIP) crosswalk is based on one from the U.S. Department of Education, with customizations by EMSI.

State Data Sources

This report uses state data from the following agencies:

- Wisconsin Department of Workforce Development
- Bureau of Workforce Information