

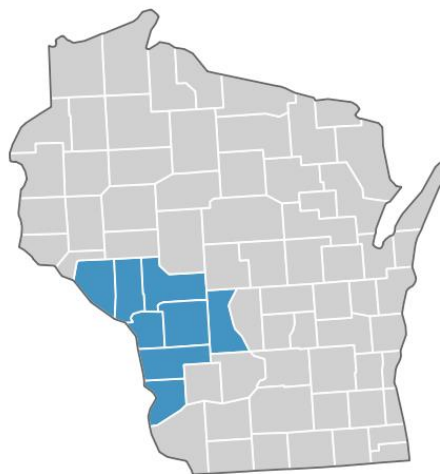
Western Technical College



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La Crosse, Wisconsin 54601
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HUMAN RESOURCE MANAGEMENT Occupation Report 2014-2018

Western Technical College District



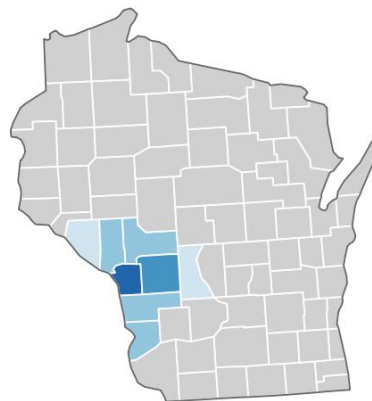
Report Info

Dataset Version	2013.4 Class of Worker	
Class of Worker Categories	QCEW Employees + Non-QCEW Employees + Self-Employed	
Timeframe	2014 - 2018	
Region Name	Western Technical College District	
Region Description	Western district counties	
Counties		
Buffalo, WI (55011)	Crawford, WI (55023)	Jackson, WI (55053)
Juneau, WI (55057)	La Crosse, WI (55063)	Monroe, WI (55081)
Trempealeau, WI (55121)	Vernon, WI (55123)	

Occupation Group

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

Job Distribution



Overview

Annual Openings Estimate (2013)	42
Related Completions (2011)	20
Current Job Postings	N/A for Multiple Codes

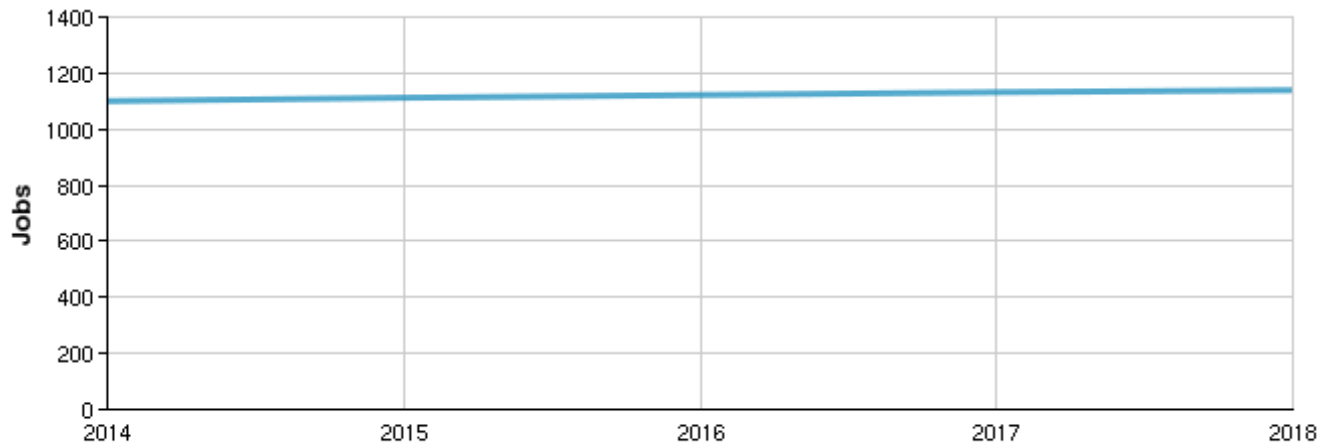
Gender		
Male	35%	
Female	65%	

Age		
14-18	0%	
19-24	5%	
25-44	44%	
45-64	48%	
65+	3%	

1,086 Jobs (2013) National Location Quotient: 0.94	3.6% % Change (2014-2018) Nation: 5.8%	\$22.89/hr Median Earnings Nation: \$28.08/hr
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Western Technical College District | Growth

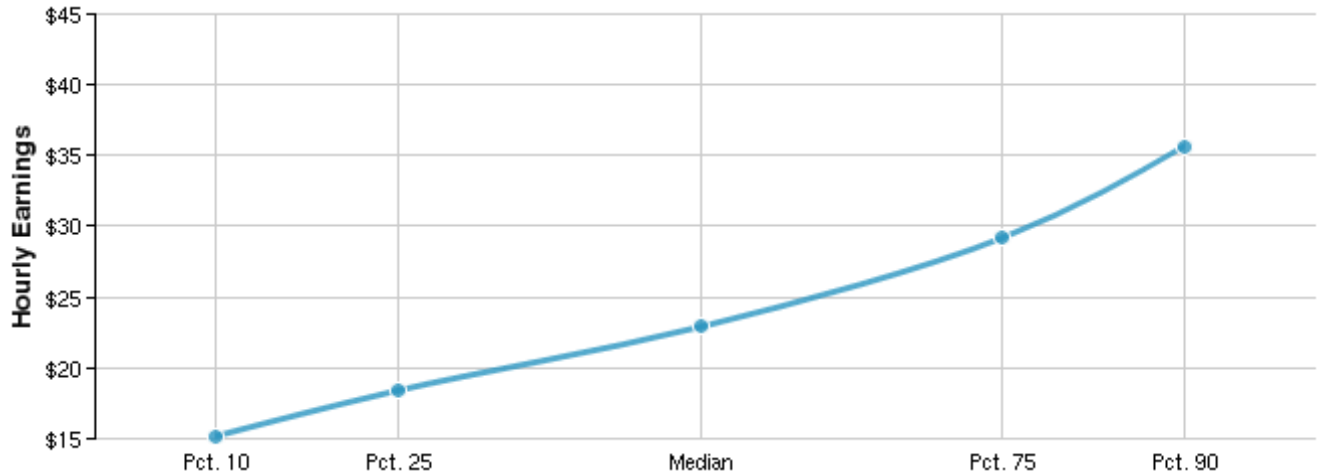
1,100 2014 Jobs	1,139 2018 Jobs	39 Change (2014-2018)	3.6% % Change (2014-2018)
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Occupation	2014 Jobs	2018 Jobs	Change	% Change
Human Resources Specialists (13-1071)	428	450	22	5%
Labor Relations Specialists (13-1075)	80	68	-12	-15%
Compensation, Benefits, and Job Analysis Specialists (13-1141)	61	65	4	7%
Human Resources Managers (11-3121)	80	85	5	6%
Human Resources Assistants, Except Payroll and Timekeeping (43-4161)	214	219	5	2%
Compensation and Benefits Managers (11-3111)	15	15	0	0%
Training and Development Specialists (13-1151)	222	238	16	7%

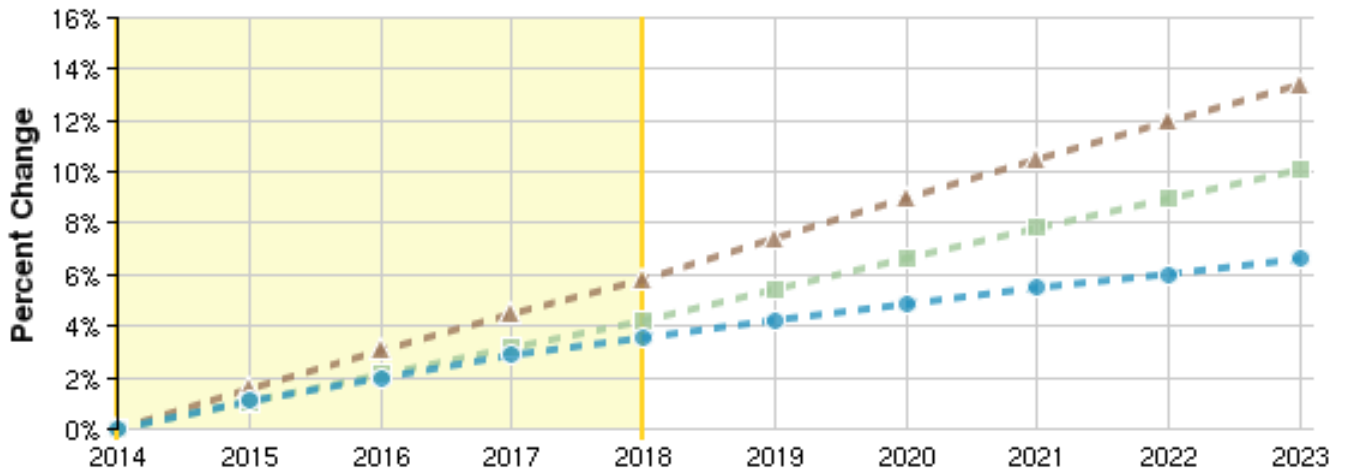
Western Technical College District | Percentile Earnings

\$15.19/hr 10th Percentile Earnings	\$22.89/hr Median Earnings	\$35.65/hr 90th Percentile Earnings
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Occupation	10th Percentile Earnings	Median Earnings	90th Percentile Earnings
Human Resources Specialists (13-1071)	\$14.87	\$23.98	\$36.37
Labor Relations Specialists (13-1075)	\$8.08	\$9.75	\$29.55
Compensation, Benefits, and Job Analysis Specialists (13-1141)	\$14.23	\$21.00	\$31.78
Human Resources Managers (11-3121)	\$26.66	\$38.02	\$62.38
Human Resources Assistants, Except Payroll and Timekeeping (43-4161)	\$13.07	\$19.21	\$24.64
Compensation and Benefits Managers (11-3111)	\$19.75	\$36.75	\$60.56
Training and Development Specialists (13-1151)	\$16.49	\$23.65	\$37.25

Regional Trends



Region	2014 Jobs	2018 Jobs	% Change
Western Technical College District	1,100	1,139	3.6%
State	24,776	25,820	4.2%
Nation	1,129,450	1,195,138	5.8%

Educational programs

Program	2 Programs (2011)		20 Completions (2011)		
	2008	2009	2010	2011	2012
Human Resources Management/Personnel Administration, General (52.1001)	20	16	9	16	13
General Office Occupations and Clerical Services (52.0408)	11	12	8	4	0

Inverse Staffing Patterns

Industry	Occupation Group Jobs in Industry (2013)	% of Occupation Group in Industry (2013)	% of Total Jobs in Industry (2013)
Federal Government, Civilian, Excluding Postal Service (901199)	102	9.4%	3.3%
Corporate, Subsidiary, and Regional Managing Offices (551114)	90	8.2%	4.4%
Local Government, Excluding Education and Hospitals (903999)	79	7.3%	1.0%
Labor Unions and Similar Labor Organizations (813930)	70	6.5%	59.5%
General Medical and Surgical Hospitals (Private) (622110)	70	6.5%	0.7%

Data Sources and Calculations

State Data Sources

This report uses state data from the following agencies: Wisconsin Department of Workforce Development, Bureau of Workforce Information

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.

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.

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.

Staffing Patterns Data

The staffing pattern data in this report are compiled from several sources using a specialized process. For QCEW and Non-QCEW Employees classes of worker, sources include Occupational Employment Statistics, the National Industry-Occupation Employment Matrix, and the American Community Survey. For the Self-Employed and Extended Proprietors classes of worker, the primary source is the American Community Survey, with a small amount of information from Occupational Employment Statistics.

Industry Data

EMSI industry data have various sources depending on the class of worker. (1) For QCEW Employees, EMSI primarily uses the QCEW (Quarterly Census of Employment and Wages), with supplemental estimates from County Business Patterns and Current Employment Statistics. (2) Non-QCEW employees data are based on a number of sources including QCEW, Current Employment Statistics, County Business Patterns, BEA State and Local Personal Income reports, the National Industry-Occupation Employment Matrix (NIOEM), the American Community Survey, and Railroad Retirement Board statistics. (3) Self-Employed and Extended Proprietor classes of worker data are primarily based on the American Community Survey, Nonemployer Statistics, and BEA State and Local Personal Income Reports. Projections for QCEW and Non-QCEW Employees are informed by NIOEM and long-term industry projections published by individual states.