

# Occupation Overview

EMSI Q2 2015 Data Set

Human Resource Management Program  
October 2015

## 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

2016 - 2020

## Datarun

2015.2 – Employees

Human resource Management (2 year) 6/2013 in 8 Counties

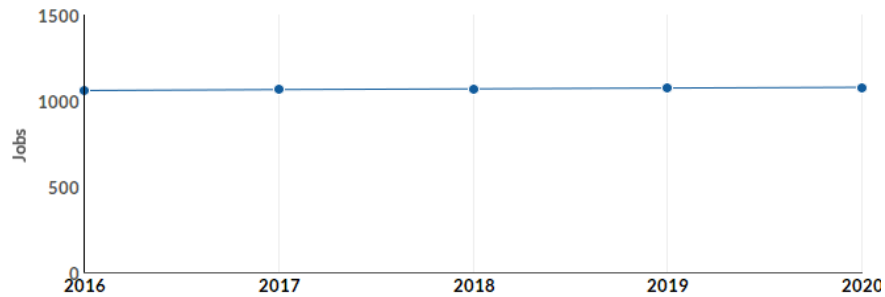
SOC	Description	2016 Jobs	2020 Jobs	2016 - 2020 Change	2016 - 2020 % Change	Openings	Annual Openings	Median Hourly Earnings
11-3111	Compensation and Benefits Managers	<10	<10	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data
11-3121	Human Resources Managers	89	95	6	7%	16	4	\$38.87
13-1071	Human Resources Specialists	453	462	9	2%	44	11	\$24.39
13-1075	Labor Relations Specialists	80	65	(15)	(19%)	<10	Insf. Data	\$9.50
13-1141	Compensation, Benefits, and Job Analysis Specialists	52	57	5	10%	<10	Insf. Data	\$20.28
13-1151	Training and Development Specialists	231	243	12	5%	30	8	\$21.22
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	150	150	0	0%	17	4	\$18.56
		1,062	1,080	18	2%	122	31	\$22.58

### Occupation Summary for Human resource Management (2 year) 6/2013

<b>1,055</b> Jobs (2015) 11% below National average	<b>1.7%</b> % Change (2016-2020) Nation: 3.5%	<b>\$22.58/hr</b> Median Hourly Earnings Nation: \$29.12/hr
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## Growth

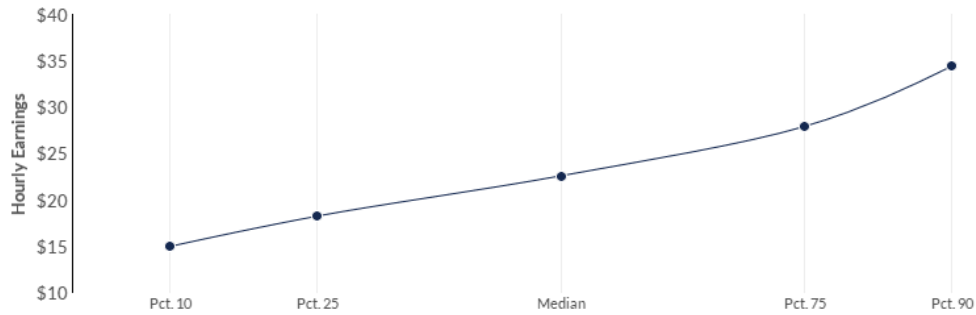
<b>1,062</b> 2016 Jobs	<b>1,080</b> 2020 Jobs	<b>19</b> Change (2016-2020)	<b>1.7%</b> % Change (2016-2020)
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Occupation	2016 Jobs	2020 Jobs	Change	% Change
Compensation and Benefits Managers (11-3111)	7	7	0	0%
Human Resources Managers (11-3121)	89	95	6	7%
Human Resources Specialists (13-1071)	453	462	9	2%
Labor Relations Specialists (13-1075)	80	65	-15	-19%
Compensation, Benefits, and Job Analysis Specialists (13-1141)	52	57	5	10%
Training and Development Specialists (13-1151)	231	243	12	5%
Human Resources Assistants, Except Payroll and Timekeeping (43-4161)	150	150	0	0%

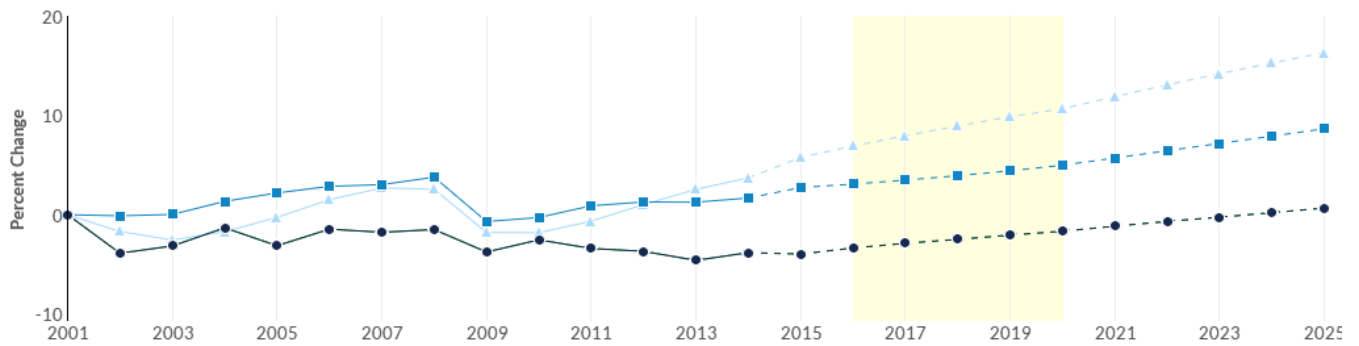
## Percentile Earnings

<b>\$18.22/hr</b> 25th Percentile Earnings	<b>\$22.58/hr</b> Median Earnings	<b>\$27.92/hr</b> 75th Percentile Earnings
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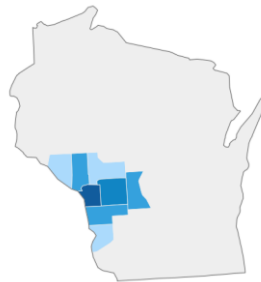
Occupation	25th Percentile Earnings	Median Earnings	75th Percentile Earnings
Compensation and Benefits Managers (11-3111)	\$27.27	\$34.30	\$43.13
Human Resources Managers (11-3121)	\$29.39	\$38.87	\$48.23
Human Resources Specialists (13-1071)	\$19.80	\$24.39	\$29.99
Labor Relations Specialists (13-1075)	\$8.10	\$9.50	\$11.12
Compensation, Benefits, and Job Analysis Specialists (13-1141)	\$16.83	\$20.28	\$24.98
Training and Development Specialists (13-1151)	\$17.03	\$21.22	\$27.63
Human Resources Assistants, Except Payroll and Timekeeping (43-4161)	\$15.48	\$18.56	\$21.65

## Regional Trends



	Region	2016 Jobs	2020 Jobs	Change	% Change
●	Region	1,062	1,080	18	1.7%
●	State	26,110	26,593	483	1.8%
●	Nation	1,190,971	1,232,718	41,747	3.5%
●	Western Technical College District	1,062	1,080	18	1.7%

## Regional Breakdown



County	2020 Jobs
La Crosse County, WI	532
Monroe County, WI	202
Trempealeau County, WI	82
Juneau County, WI	61
Vernon County, WI	61

## Occupation Gender Breakdown



	Gender	2015 Jobs	2015 Percent
•	Males	308	29.2%
•	Females	747	70.8%

## Occupation Age Breakdown



	Age	2015 Jobs	2015 Percent
•	14-18	3	0.3%
•	19-24	62	5.8%
•	25-34	236	22.4%
•	35-44	243	23.0%
•	45-54	268	25.4%
•	55-64	205	19.5%
•	65+	39	3.7%

## Occupation Race/Ethnicity Breakdown



	Race/Ethnicity	2015 Jobs	2015 Percent
●	White	983	93.1%
●	Black or African American	27	2.6%
●	Hispanic or Latino	16	1.5%
●	Asian	16	1.5%
●	American Indian or Alaska Native	7	0.7%
●	Two or More Races	5	0.5%
●	Native Hawaiian or Other Pacific Islander	0	0.0%

## Occupational Programs

	2 Programs (2014)	13 Completions (2014)	32 Openings (2014)
CIP Code	Program		Completions (2014)
52.1001	Human Resources Management/Personnel Administration, General		13
52.0408	General Office Occupations and Clerical Services		0



## Industries Employing Human resource Management (2 year) 6/2013

Industry	Occupation Group Jobs in Industry (2015)	% of Occupation Group in Industry (2015)	% of Total Jobs in Industry (2015)
Federal Government, Civilian, Excluding Postal Service	99	9.4%	3.1%
Corporate, Subsidiary, and Regional Managing Offices	97	9.2%	4.5%
Local Government, Excluding Education and Hospitals	77	7.3%	1.0%
Labor Unions and Similar Labor Organizations	62	5.8%	72.8%
General Medical and Surgical Hospitals	53	5.0%	0.5%

# Appendix A - Data Sources and Calculations

## 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.

## 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.

## 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.

## 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