

# Human Resource Management Occupation Overview

Emsi Q1 2018 Data Set

March 2018

## 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
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

2019 - 2023

## Datarun

2018.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed

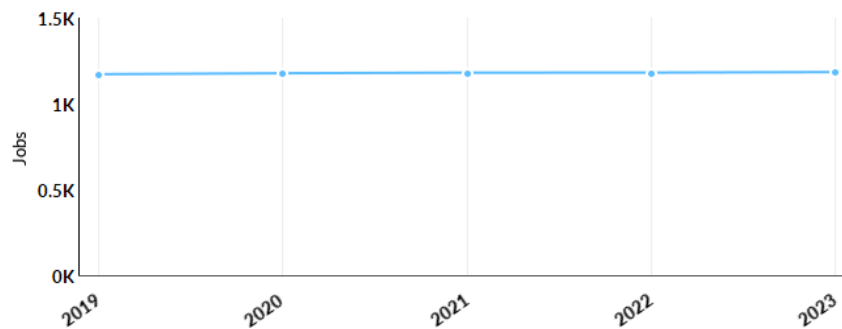
BUS 101162 HRSM in Western District

## Occupation Summary for BUS 101162 HRSM

<b>1,171</b> Jobs (2019) 7% below National average	<b>1.0%</b> % Change (2019-2023) Nation: 2.9%	<b>\$22.93/hr</b> Median Hourly Earnings Nation: \$28.69/hr
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## Growth

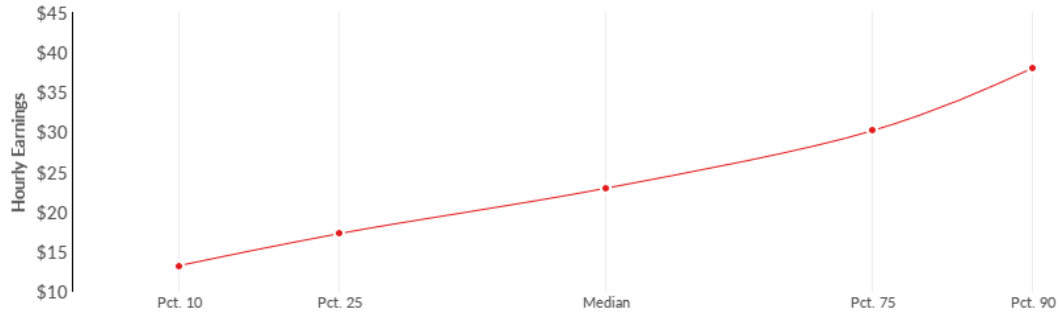
<b>1,171</b> 2019 Jobs	<b>1,183</b> 2023 Jobs	<b>12</b> Change (2019-2023)	<b>1.0%</b> % Change (2019-2023)
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Occupation	2019 Jobs	2023 Jobs	Change	% Change
Compensation and Benefits Managers (11-3111)	5	6	1	20%
Human Resources Managers (11-3121)	94	100	6	6%
Human Resources Specialists (13-1071)	562	570	8	1%
Labor Relations Specialists (13-1075)	45	34	-11	-24%
Compensation, Benefits, and Job Analysis Specialists (13-1141)	40	43	3	8%
Training and Development Specialists (13-1151)	284	291	7	2%
Human Resources Assistants, Except Payroll and Timekeeping (43-4161)	140	139	-1	-1%

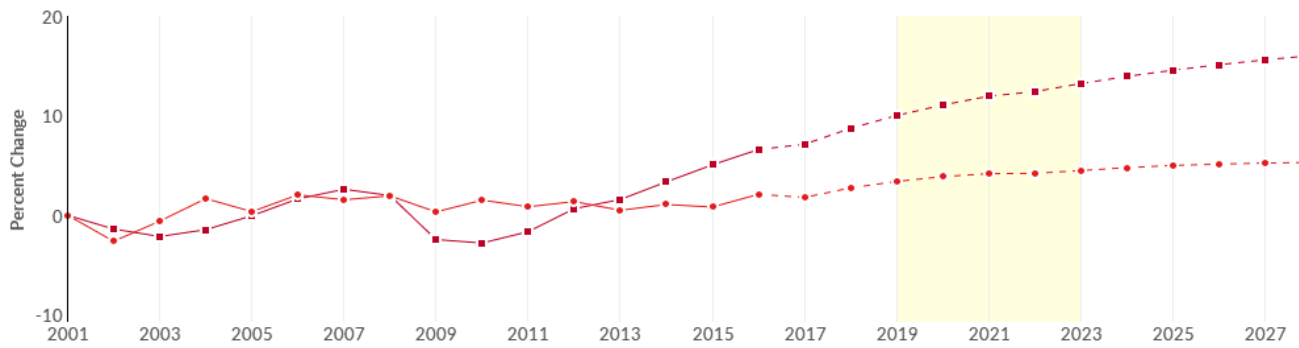
## Percentile Earnings

<b>\$17.24/hr</b> 25th Percentile Earnings	<b>\$22.93/hr</b> Median Earnings	<b>\$30.16/hr</b> 75th Percentile Earnings
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Occupation	25th Percentile Earnings	Median Earnings	75th Percentile Earnings
Compensation and Benefits Managers (11-3111)	\$36.87	\$43.91	\$43.93
Human Resources Managers (11-3121)	\$31.76	\$42.51	\$53.89
Human Resources Specialists (13-1071)	\$19.65	\$25.05	\$31.49
Labor Relations Specialists (13-1075)	\$7.41	\$8.31	\$14.86
Compensation, Benefits, and Job Analysis Specialists (13-1141)	\$17.78	\$21.84	\$26.41
Training and Development Specialists (13-1151)	\$15.23	\$21.08	\$26.88
Human Resources Assistants, Except Payroll and Timekeeping (43-4161)	\$14.14	\$17.57	\$21.09

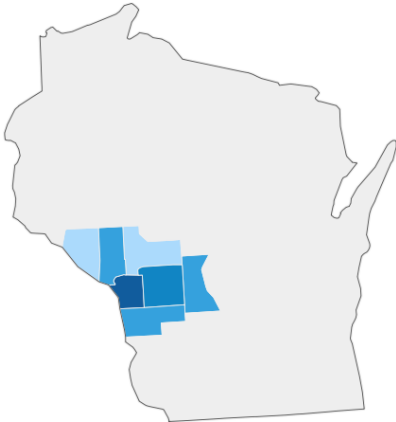
## Regional Trends



	Region	2019 Jobs	2023 Jobs	Change	% Change
●	Region	1,171	1,183	12	1.0%
●	Nation	1,349,449	1,388,932	39,483	2.9%

# Regional Breakdown

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County	2023 Jobs
La Crosse County, WI	644
Monroe County, WI	191
Trempealeau County, WI	92
Vernon County, WI	89
Juneau County, WI	76

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# Occupation Gender Breakdown

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	Gender	2017 Jobs	2017 Percent	
●	Males	349	30.3%	
●	Females	804	69.7%	

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# Occupation Age Breakdown



	Age	2017 Jobs	2017 Percent
●	14-18	2	0.2%
●	19-24	67	5.9% ■
●	25-34	260	22.5% ■■
●	35-44	263	22.8% ■■■
●	45-54	284	24.7% ■■■■
●	55-64	234	20.3% ■■■■
●	65+	43	3.7% ■

# Occupation Race/Ethnicity Breakdown



	Race/Ethnicity	2017 Jobs	2017 Percent
•	White	1,053	91.4%
•	Black or African American	38	3.3%
•	Hispanic or Latino	25	2.2%
•	Asian	21	1.8%
•	Two or More Races	9	0.8%
•	American Indian or Alaska Native	7	0.6%
•	Native Hawaiian or Other Pacific Islander	0	0.0%

## Occupational Programs

<b>2</b> Programs (2016)	<b>12</b> Completions (2016)	<b>121</b> Openings (2016)
<b>CIP Code</b>	<b>Program</b>	<b>Completions (2016)</b>
52.1001	Human Resources Management/Personnel Administration, General	12
52.0408	General Office Occupations and Clerical Services	0

## Industries Employing BUS 101162 HRSM

Industry	Occupation Group Jobs in Industry (2017)	% of Occupation Group in Industry (2017)	% of Total Jobs in Industry (2017)
Corporate, Subsidiary, and Regional Managing Offices	132	11.4%	5.7%
Federal Government, Civilian, Excluding Postal Service	83	7.2%	2.6%
General Medical and Surgical Hospitals	78	6.8%	0.8%
Local Government, Excluding Education and Hospitals	78	6.7%	1.0%
Labor Unions and Similar Labor Organizations	38	3.3%	70.4%

# 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.

## 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