

Occupation Overview

Emsi Q1 2019 Data Set

March 2019

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

2019 - 2025

Datarun

2019.1 – Employees

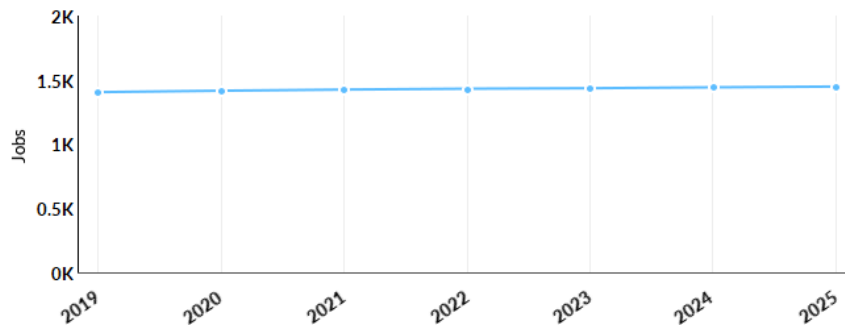
Human Resource Management - March 2019 in Western Technical College District

Occupation Summary for Human Resource Management - March 2019

1,404 Jobs (2019) 0% below National average	3.1% % Change (2019-2025) Nation: 5.2%	\$23.64/hr Median Hourly Earnings Nation: \$29.60/hr
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Growth

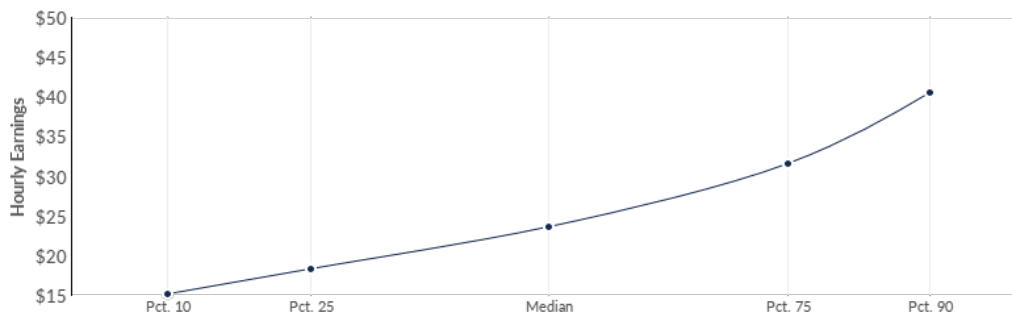
1,404 2019 Jobs	1,447 2025 Jobs	43 Change (2019-2025)	3.1% % Change (2019-2025)
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Occupation	2019 Jobs	2025 Jobs	Change	% Change
Compensation and Benefits Managers (11-3111)	10	11	1	10%
Human Resources Managers (11-3121)	110	119	9	8%
Human Resources Specialists (13-1071)	659	681	22	3%
Labor Relations Specialists (13-1075)	63	52	-11	-17%
Compensation, Benefits, and Job Analysis Specialists (13-1141)	45	55	10	22%
Training and Development Specialists (13-1151)	358	372	14	4%
Human Resources Assistants, Except Payroll and Timekeeping (43-4161)	158	158	0	0%

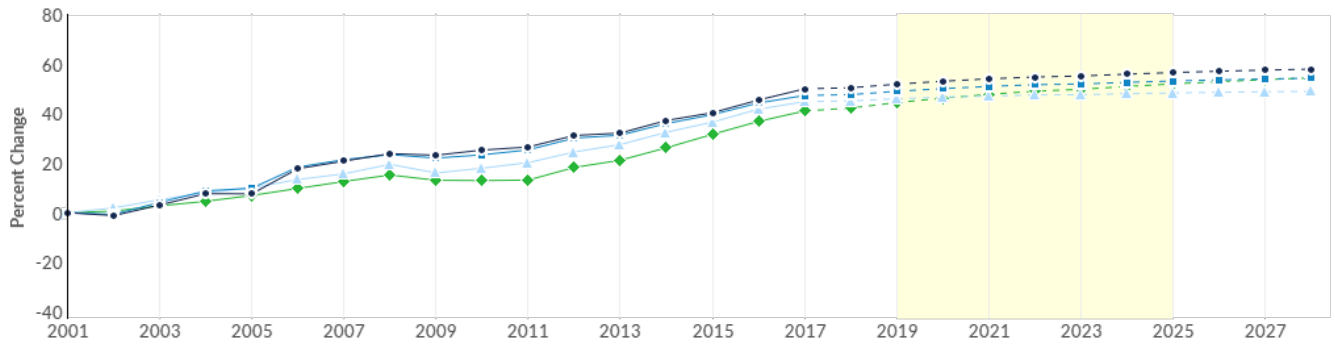
Percentile Earnings

\$18.33/hr 25th Percentile Earnings	\$23.64/hr Median Earnings	\$31.58/hr 75th Percentile Earnings
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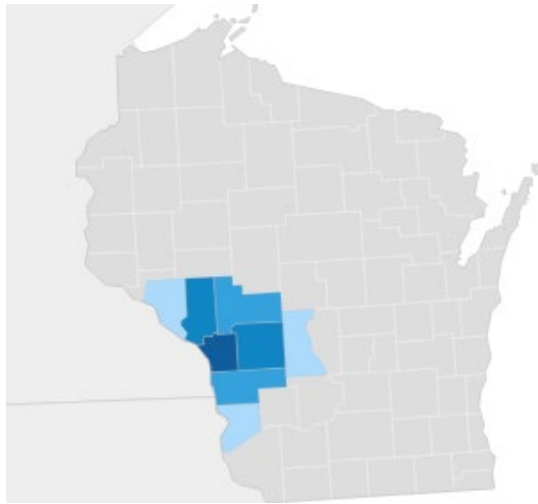
Occupation	25th Percentile Earnings	Median Earnings	75th Percentile Earnings
Compensation and Benefits Managers (11-3111)	\$37.27	\$46.28	\$57.55
Human Resources Managers (11-3121)	\$38.55	\$46.47	\$55.87
Human Resources Specialists (13-1071)	\$19.78	\$24.30	\$31.26
Labor Relations Specialists (13-1075)	\$13.58	\$23.94	\$39.39
Compensation, Benefits, and Job Analysis Specialists (13-1141)	\$20.43	\$26.00	\$31.50
Training and Development Specialists (13-1151)	\$16.87	\$21.98	\$27.76
Human Resources Assistants, Except Payroll and Timekeeping (43-4161)	\$15.39	\$18.51	\$21.61

Regional Trends




	Region	2019 Jobs	2025 Jobs	Change	% Change
●	Region	1,404	1,447	43	3.1%
●	7 Rivers Region	1,746	1,794	48	2.7%
●	State	30,259	30,748	489	1.6%
●	Nation	1,435,139	1,510,062	74,923	5.2%

Regional Breakdown



County	2025 Jobs
La Crosse County, WI	763
Monroe County, WI	255
Trempealeau County, WI	97
Vernon County, WI	87
Jackson County, WI	79

Job Postings Summary

<p>120 Unique Postings</p> <p>555 Total Postings</p>	<p>5 : 1 Posting Intensity</p> <p>Regional Average: 7 : 1</p> 	<p>31 days Median Posting Duration</p> <p>Regional Average: 37 days</p>
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There were **555** total job postings for your selection in January 2019, of which **120** were unique. These numbers give us a Posting Intensity of **5-to-1**, meaning that for every 5 postings there is 1 unique job posting. This is lower than the Posting Intensity for all other occupations and companies in the region (7-to-1), indicating that they may not be trying as hard to hire for this position.

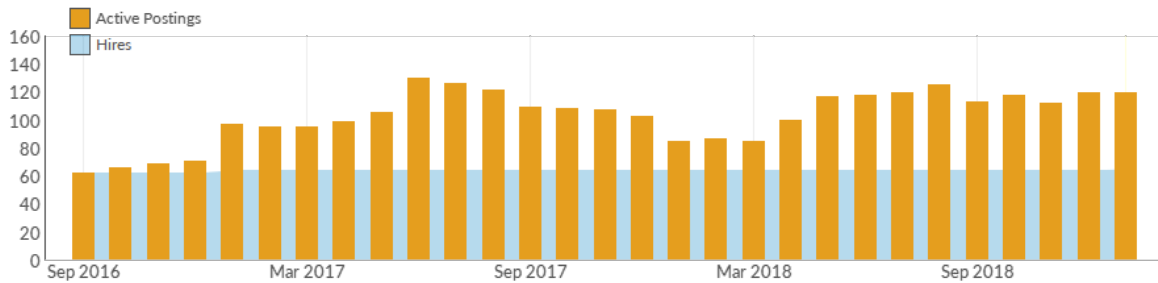
Job Postings vs. Hires

120

Avg. Monthly Postings (Jan 2019)

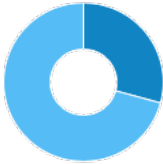
65

Avg. Monthly Hires (Jan 2019)



Occupation	Avg Monthly Postings (Jan 2019)	Avg Monthly Hires (Jan 2019)
Human Resources Specialists	41	33
Training and Development Specialists	37	14
Human Resources Managers	20	4
Human Resources Assistants, Except Payroll and Timekeeping	19	7
Compensation, Benefits, and Job Analysis Specialists	3	2
Labor Relations Specialists	0	4
Compensation and Benefits Managers	0	0

Occupation Gender Breakdown



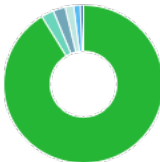
	Gender	2018 Jobs	2018 Percent
•	Males	406	29.2% 
•	Females	984	70.8% 

Occupation Age Breakdown



	Age	2018 Jobs	2018 Percent
●	14-18	3	0.2%
●	19-24	82	5.9% ■
●	25-34	318	22.9% ■■
●	35-44	338	24.3% ■■■
●	45-54	330	23.8% ■■■
●	55-64	271	19.5% ■■
●	65+	49	3.5% ■

Occupation Race/Ethnicity Breakdown



	Race/Ethnicity	2018 Jobs	2018 Percent
●	White	1,269	91.3%
●	Hispanic or Latino	35	2.6%
●	Black or African American	34	2.5%
●	Asian	24	1.7%
●	Two or More Races	18	1.3%
●	American Indian or Alaska Native	9	0.6%
●	Native Hawaiian or Other Pacific Islander	0	0.0%

Occupational Programs

1 Programs (2017)	12 Completions (2017)	142 Openings (2017)
CIP Code	Program	Completions (2017)
52.1001	Human Resources Management/Personnel Administration, General	12

Industries Employing Human Resource Management - March 2019

Industry	Occupation Group Jobs in Industry (2018)	% of Occupation Group in Industry (2018)	% of Total Jobs in Industry (2018)
Corporate, Subsidiary, and Regional Managing Offices	140	10.1%	6.1%
General Medical and Surgical Hospitals	119	8.6%	1.2%
Local Government, Excluding Education and Hospitals	92	6.6%	1.2%
Federal Government, Civilian, Excluding Postal Service	89	6.4%	2.8%
Third Party Administration of Insurance and Pension Funds	45	3.3%	2.6%

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.

Emsi Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

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: Iowa Workforce Development; Minnesota Department of Employment and Economic Development; Wisconsin Department of Workforce Development, Bureau of Workforce Information