

Moneyball

Statistics & Resources

SHRM Wyoming State Conference
September 14, 2017

Katelynd Faler
<http://WyomingLMI.gov>



Research & Planning
Wyoming DWS



Agenda

- About R&P
- Background
- Benefits & Hiring Trends
- Web Resources

About Research & Planning

Research & Planning

Our Organization:

A separate, exclusively statistical entity

What We Do:

Collect, analyze, & publish accurate labor market info

Our Customers:

- Government
- Media
- Businesses
- Public

R&P Data

- Administrative Data
- R&P Surveys
- Bureau of Labor Statistics

Publications: Retention

- Labor Retention: Out-Migration of Youth
- Quarterly Turnover Statistics by Industry, First Quarter 2016

Quarterly Turnover Statistics by Industry, First Quarter 2016 by: Tony Glover, Workforce Information Supervisor

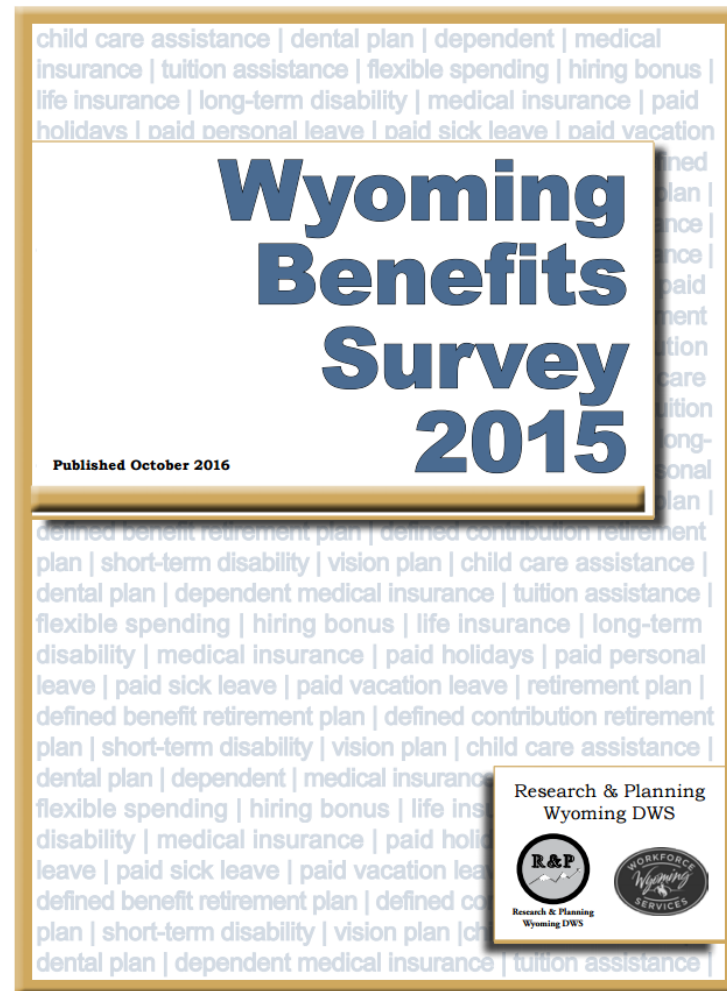
The number of total hires working in Wyoming at any time decreased in nearly all industries (see Figure 1, page 15) from 2015Q1 to 2016Q1. As shown in Figure 2 (see page 15), the number of hires is usually greater than the number of exits, except during periods of economic downturn.

Major Sector Industry		(H)	(H)+(B)	(B)	(E)	(E)+(B)	(C)	(H+E+B+C)	Turnover Rate ^a	Change Prior Year
		Hire Only	Total Hires	Both Hire and Exit	Exit Only	Total Exits	Continuous Employment	Total		
Goods Producing	Agriculture, Forestry, Fishing, & Hunting	Transactions ^b 350	462	112	198	310	2,072	2,732	24.2	0.4
		Rates 12.8	16.9	4.1	7.2	11.3	75.8	100.0		
	Mining	Transactions 727	1,108	381	2,340	2,721	17,692	21,140	16.3	-5.4
		Rates 3.4	5.2	1.8	11.1	12.9	83.7	100.0		
	Construction	Transactions 3,091	4,485	1,394	3,422	4,816	17,511	25,418	31.1	-3.4
		Rates 12.2	17.6	5.5	13.5	18.9	68.9	100.0		
	Manufacturing	Transactions 532	739	207	948	1,155	8,272	9,959	16.9	-2.2
		Rates 5.3	7.4	2.1	9.5	11.6	83.1	100.0		
	Wholesale Trade, Trans., Utilities, & Warehousing	Transactions 1,549	2,050	501	2,337	2,838	17,655	22,042	19.9	-1.8
		Rates 7.0	9.3	2.3	10.6	12.9	80.1	100.0		
Service Providing	Retail Trade	Transactions 3,904	5,220	1,316	4,595	5,911	27,915	37,730	26.0	-4.3
		Rates 10.3	13.8	3.5	12.2	15.7	74.0	100.0		
	Information	Transactions 321	415	94	319	413	3,992	4,726	15.5	-1.2
		Rates 6.8	8.8	2.0	6.7	8.7	84.5	100.0		
	Financial Activities	Transactions 927	1,192	265	887	1,152	9,858	11,937	17.4	-1.4
		Rates 7.8	10.0	2.2	7.4	9.7	82.6	100.0		
	Pro. & Business Services	Transactions 2,400	3,780	1,380	2,348	3,728	14,430	20,558	29.8	-4.1
		Rates 11.7	18.4	6.7	11.4	18.1	70.2	100.0		
	Educational Services	Transactions 1,967	2,576	609	1,271	1,880	28,816	32,663	11.8	-1.0
		Rates 6.0	7.9	1.9	3.9	5.8	88.2	100.0		
Health Services	Transactions 3,196	3,972	776	2,933	3,709	30,329	37,234	18.5	-1.9	
	Rates 8.6	10.7	2.1	7.9	10.0	81.5	100.0			
Leisure & Hospitality	Transactions 5,937	9,109	3,172	6,178	9,350	24,720	40,007	38.2	-1.9	
	Rates 14.8	22.8	7.9	15.4	23.4	61.8	100.0			
Other Services	Transactions 879	1,176	297	892	1,189	6,411	8,479	24.4	-0.4	
	Rates 10.4	13.9	3.5	10.5	14.0	75.6	100.0			
Public Admin.	Transactions 954	1,303	349	1,107	1,456	17,441	19,851	12.1	-0.9	
	Rates 4.8	6.6	1.8	5.6	7.3	87.9	100.0			
Unclassified	Transactions 720	1,223	503	817	1,320	2,422	4,462	45.7	-3.9	
	Rates 16.1	27.4	11.3	18.3	29.6	54.3	100.0			
Total	Transactions	27,454	38,810	11,356	30,592	41,948	229,536	298,938	23.2	-2.6
	Rates	9.2	13.0	3.8	10.2	14.0	76.8	100.0		

(H) Hire Only. (B) Both Hire and Exit. (E) Exit Only. (C) Continuous Employment.
^aTurnover rate equals (H+E+B)/Total.
^bJobs worked at any time during the quarter.
 Historical turnover data and a current turnover report can be found online at <http://doe.state.wy.us/LMI/turnover.htm>.

Publications: Benefits

- Do Benefits Reduce Employee Turnover Among Wyoming Firms?
- Benefits Survey 2014: Fewer Jobs Offered Access to Benefits



Publications: Projections

- Long-Term Industry & Occupational Projections, 2014-2024
- Wyoming Short-Term Industry and Occupational Projections, 2016-2018

Current Employment Statistics (CES) Estimates and Research & Planning's Short-Term Projections, November 2016

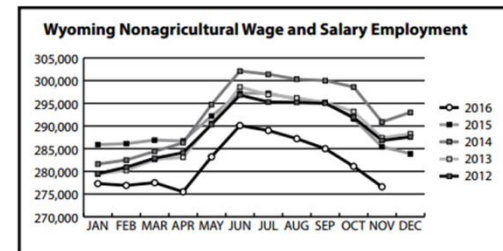
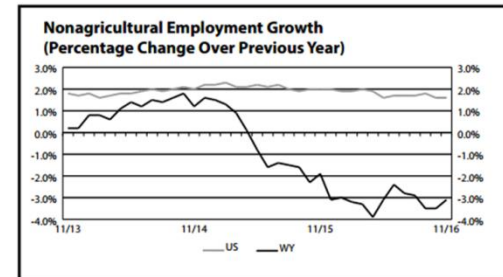
by: David Bullard, Senior Economist

Industry Sector	Research & Planning's Short-Term Projections	Current Employment Statistics (CES) Estimates	N Difference	% Difference
Total Nonfarm	274,984	276,600	1,616	0.6%
Natural Resources & Mining	17,449	19,000	1,551	8.2%
Construction	21,384	22,200	816	3.7%
Manufacturing	9,547	10,000	453	4.5%
Wholesale Trade	7,769	8,400	631	7.5%
Retail Trade	31,068	29,800	-1,268	-4.3%
Transportation & Utilities	13,925	14,400	475	3.3%
Information	3,725	3,600	-125	-3.5%
Financial Activities	10,581	10,400	-181	-1.7%
Professional & Business Services	17,499	18,100	601	3.3%
Educational & Health Services	27,624	28,400	776	2.7%
Leisure & Hospitality	31,882	30,200	-1,682	-5.6%
Other Services	9,533	10,100	567	5.6%
Government	72,998	72,000	-998	-1.4%

Projections were run in November 2016 and based on QCEW data through June 2016.

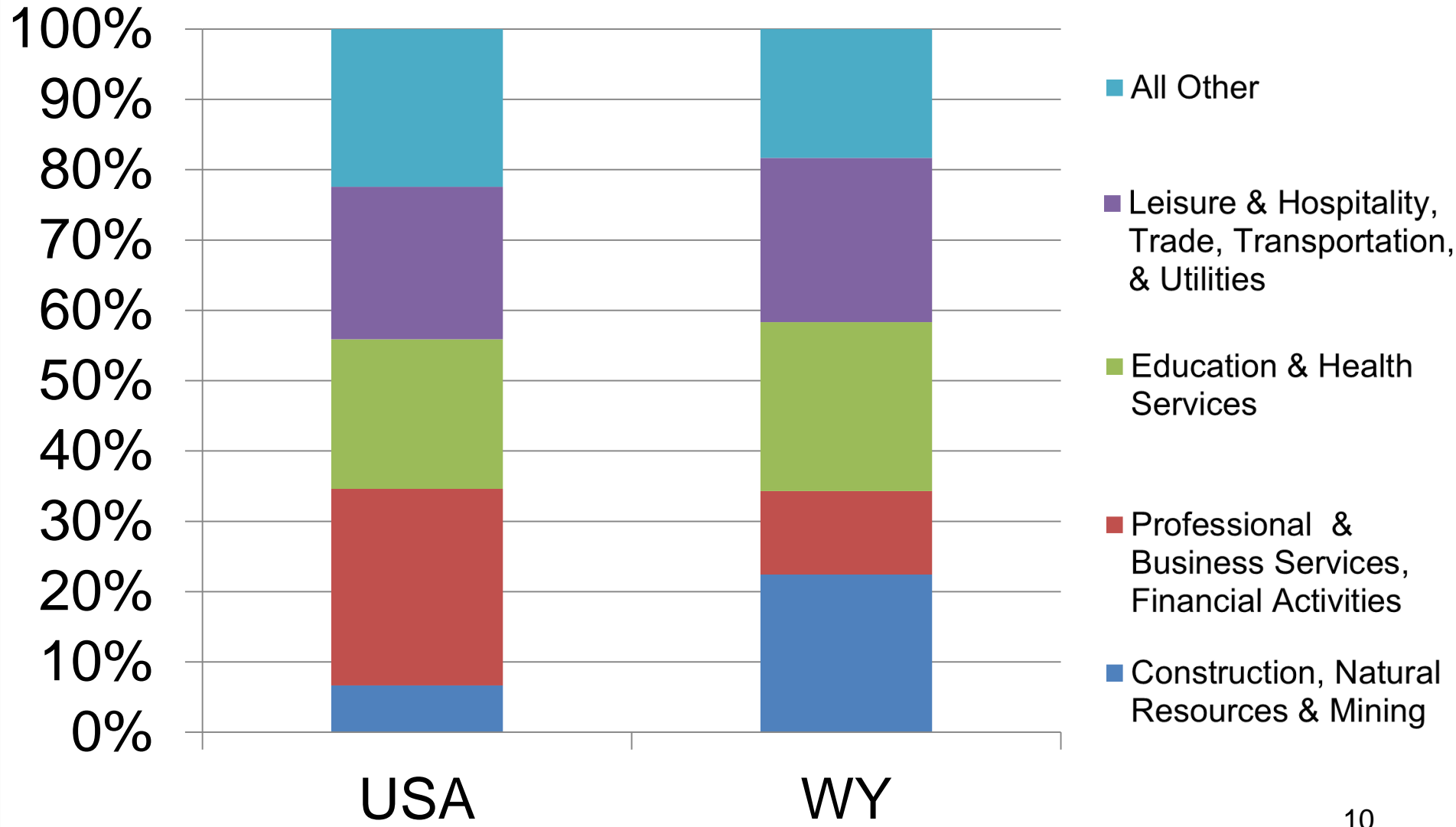
State Unemployment Rates November 2016 Seasonally Adjusted

State	Unemp. Rate
Puerto Rico	11.9
Alaska	6.8
New Mexico	6.7
Louisiana	6.2
District of Columbia	6.0
West Virginia	6.0
Alabama	5.9
Mississippi	5.7
Pennsylvania	5.7
Illinois	5.6
California	5.3
Georgia	5.3
Rhode Island	5.3
Washington	5.3
Nevada	5.2
New York	5.1
Oklahoma	5.1
Arizona	5.0
New Jersey	5.0
North Carolina	5.0
Oregon	5.0
Florida	4.9
Michigan	4.9
Ohio	4.9
Wyoming	4.9
Kentucky	4.8
Tennessee	4.8
Connecticut	4.7
Missouri	4.7
Texas	4.6
United States	4.6
South Carolina	4.4
Delaware	4.3
Kansas	4.3
Indiana	4.2
Maryland	4.2
Virginia	4.2
Wisconsin	4.1
Arkansas	4.0
Maine	4.0
Montana	4.0
Idaho	3.8
Iowa	3.8
Minnesota	3.8
Nebraska	3.4
Colorado	3.2
Vermont	3.2
Utah	3.1
Hawaii	3.0
Massachusetts	2.9
North Dakota	2.9
New Hampshire	2.7
South Dakota	2.7

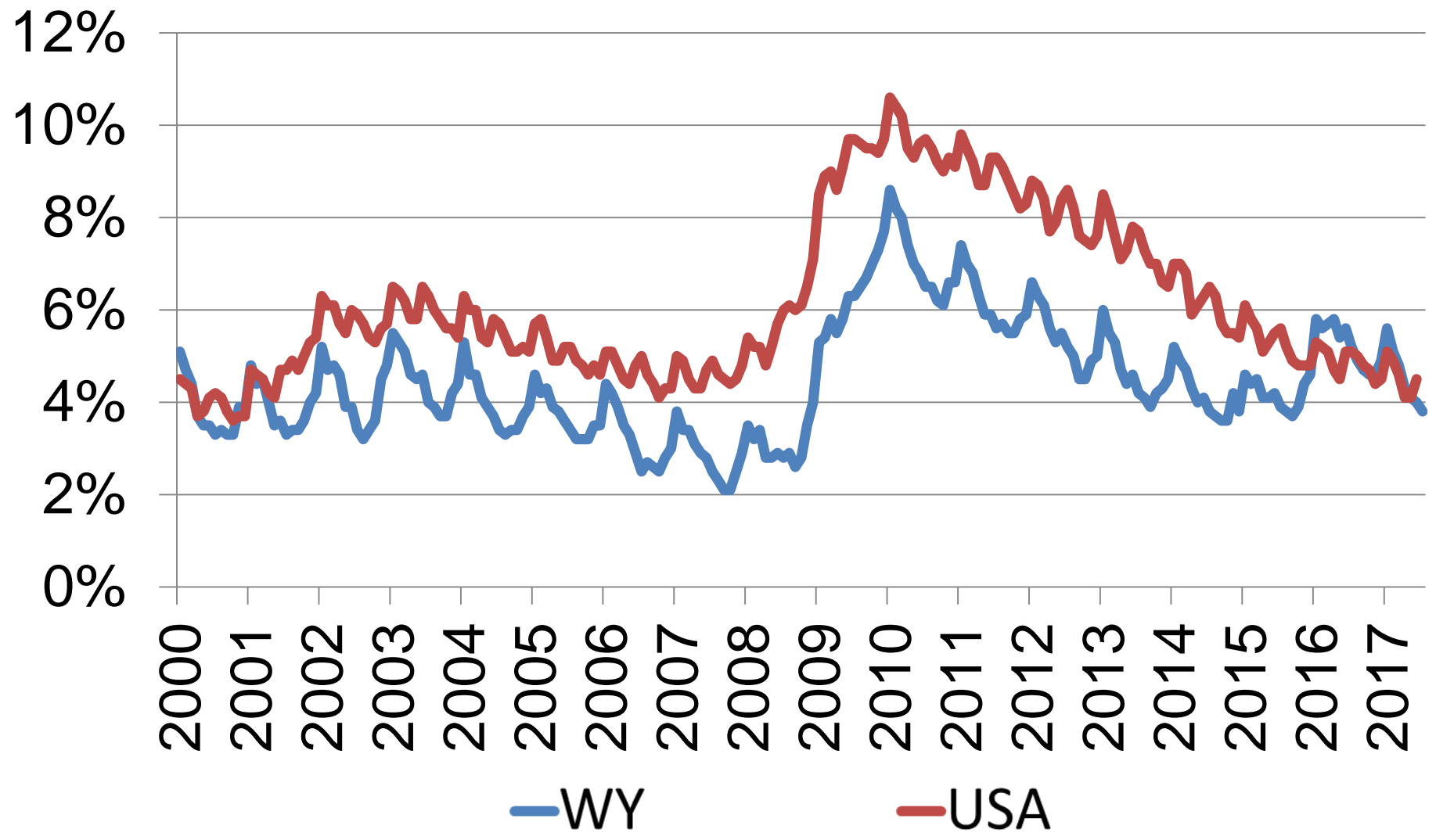


Background

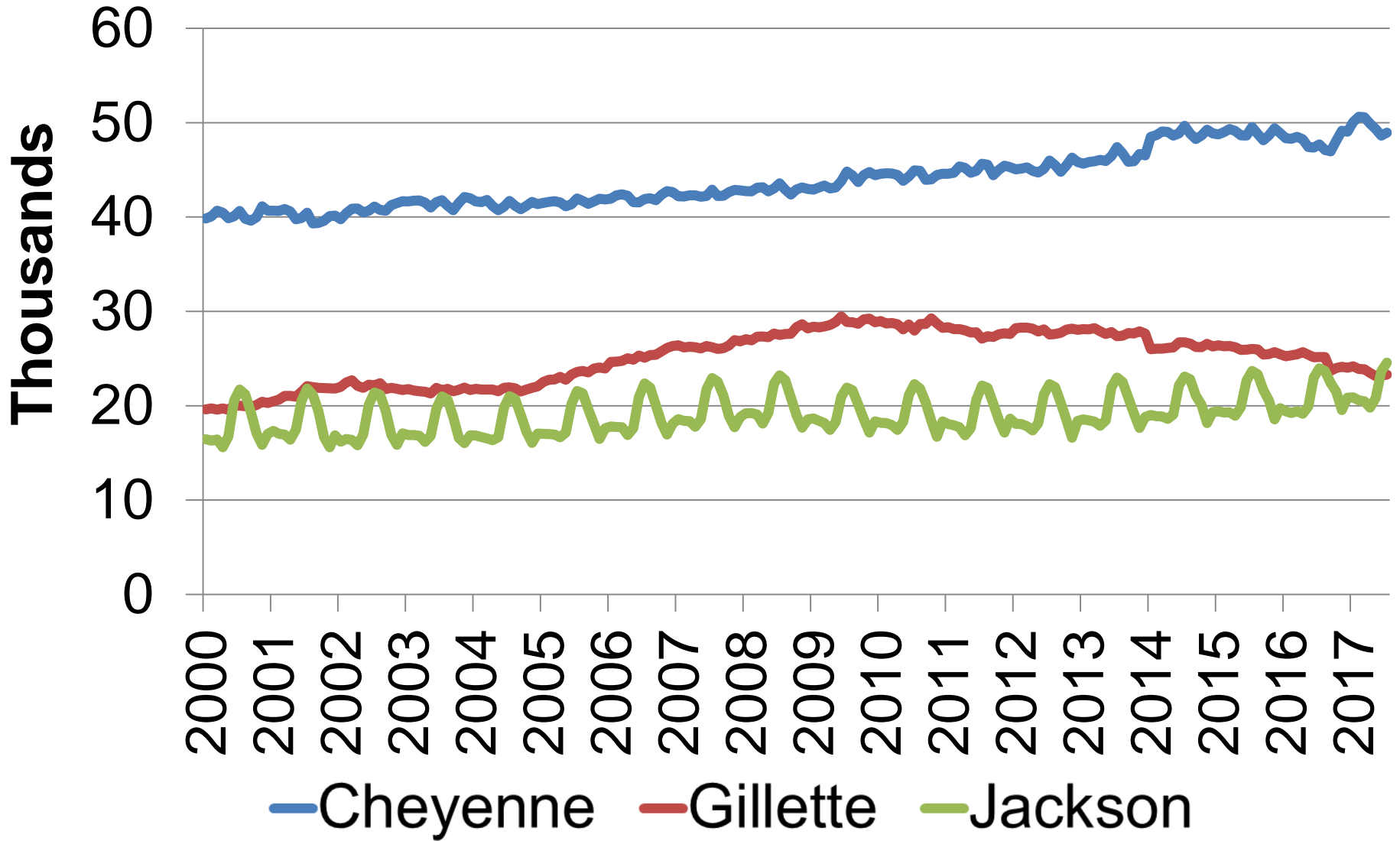
Wages



Unemployment Rate



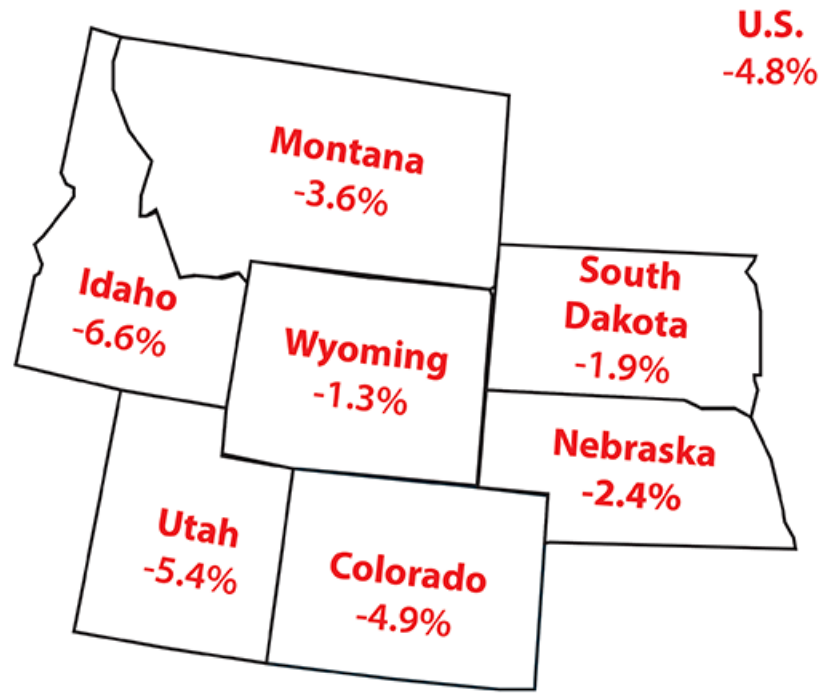
Labor Force



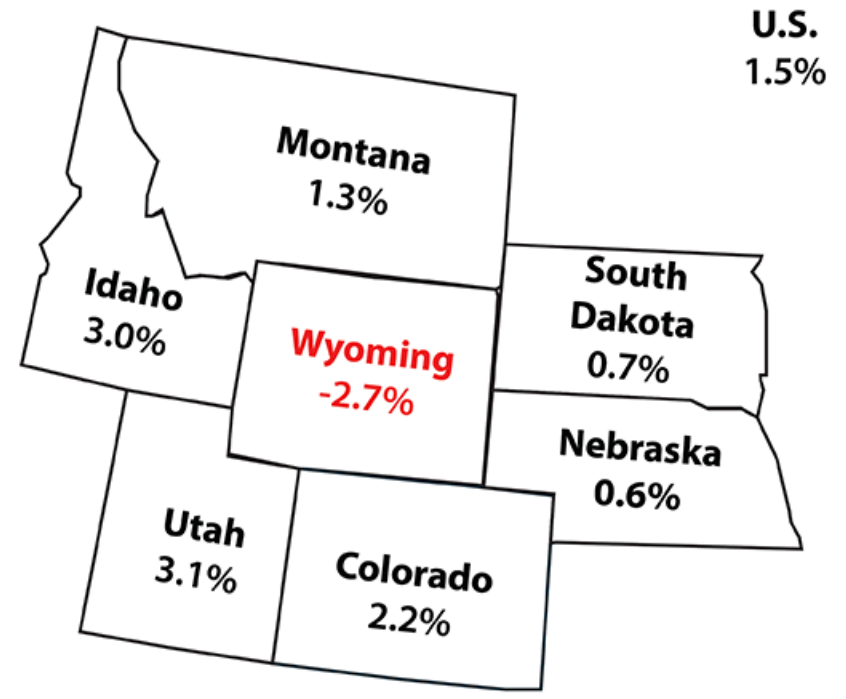
Employment and Wage Trends During Downturns

Employment Changes During Downturns

Change, 2008Q2-2009Q2 (Previous Downturn)

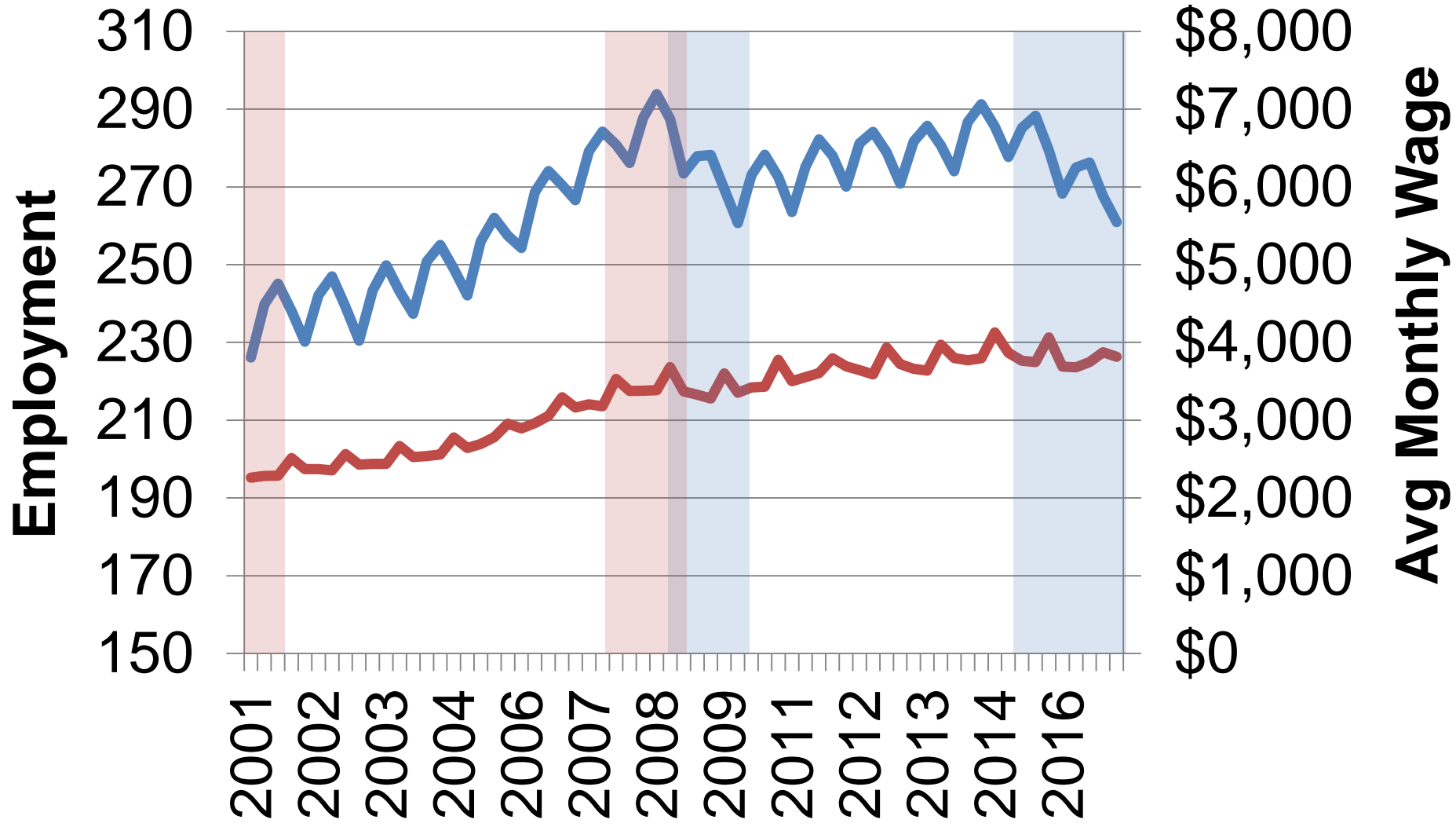


Change, 2016Q1-2017Q1 (Current Downturn)



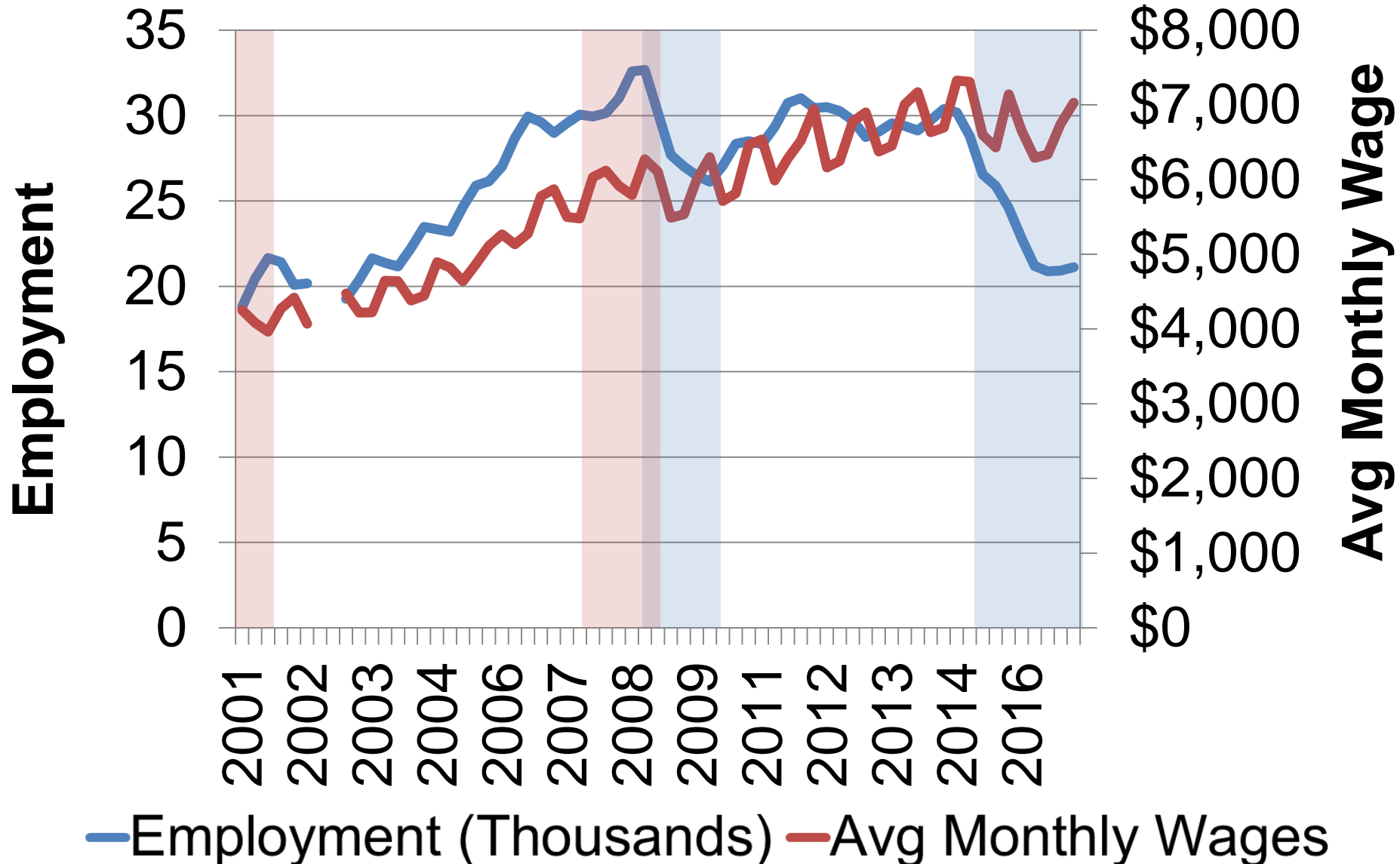
Source: Quarterly Census of Employment and Wages (QCEW), U.S. Bureau of Labor Statistics.

Wyoming

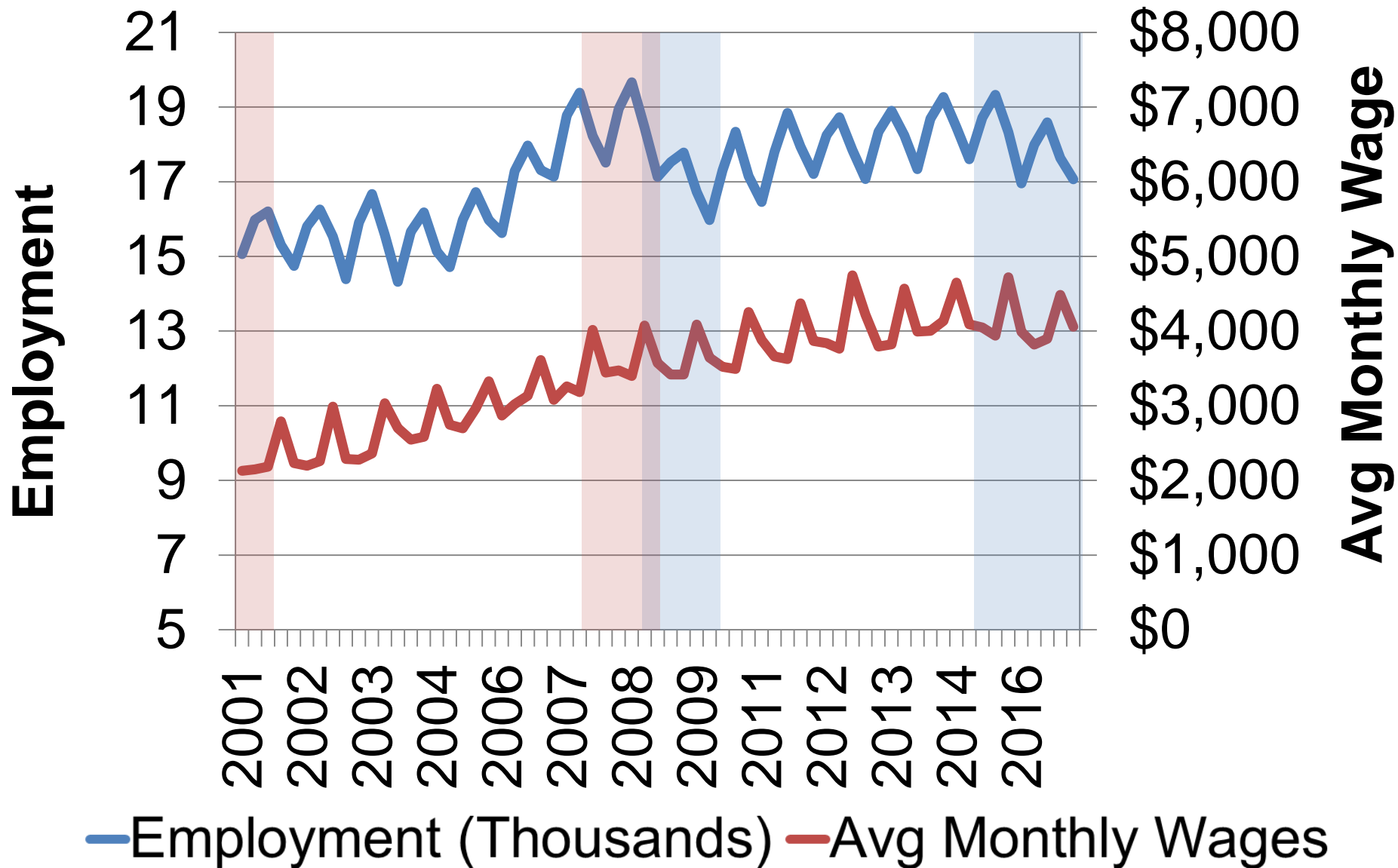


— Employment (Thousands) — Avg Monthly Wages

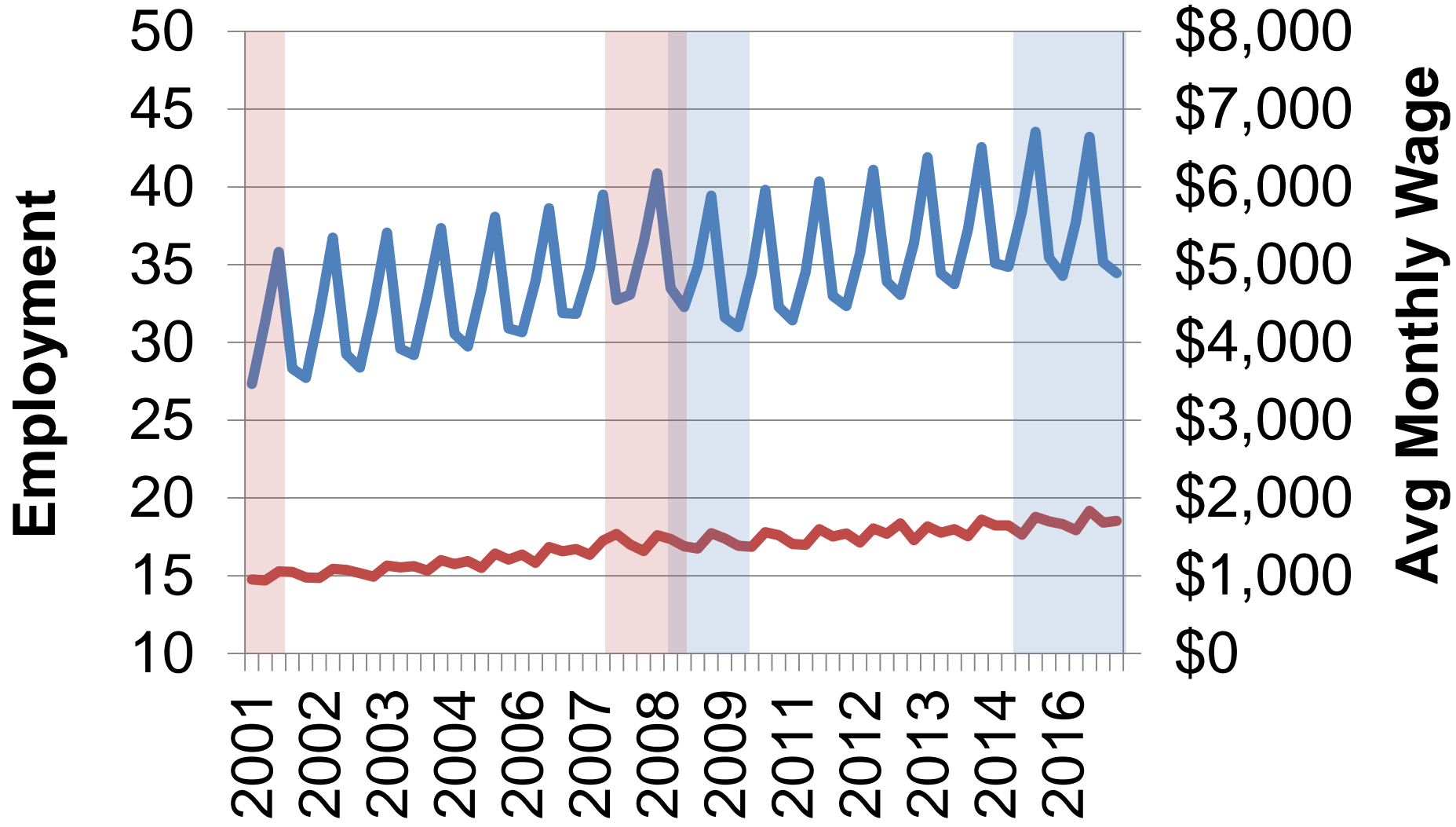
Natural Resources & Mining



Professional & Business Services

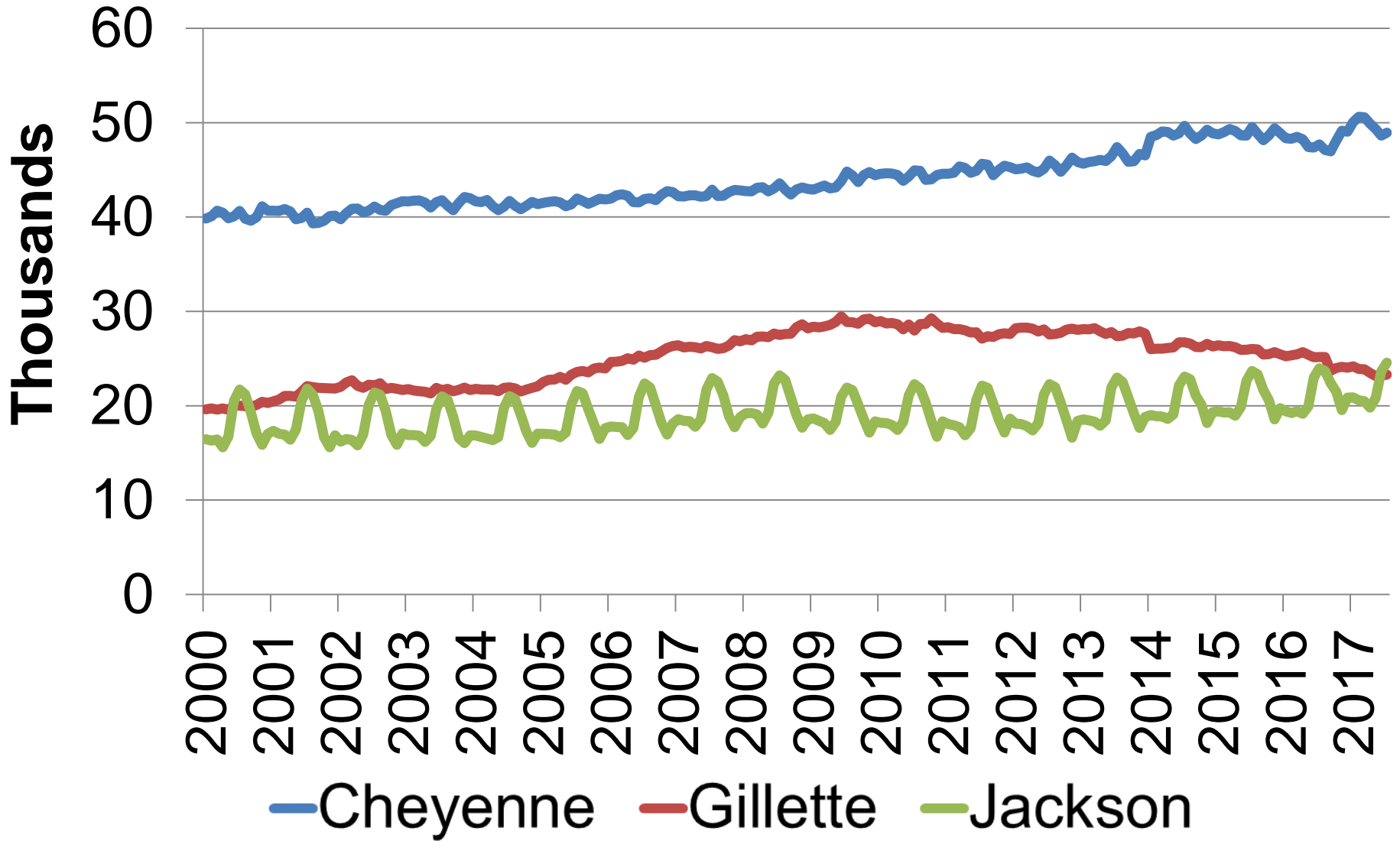


Leisure & Hospitality



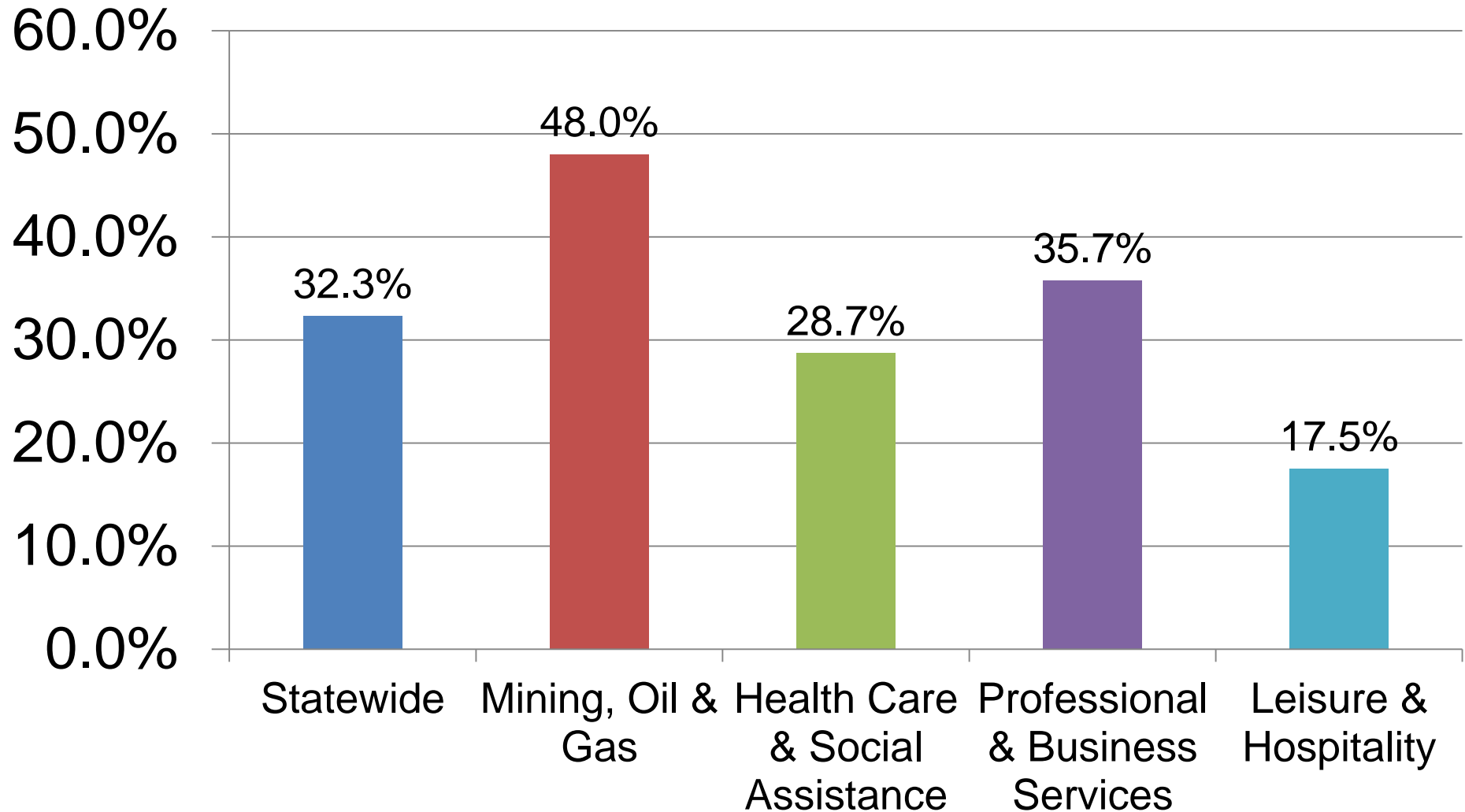
— Employment (Thousands) — Avg Monthly Wages

Labor Force



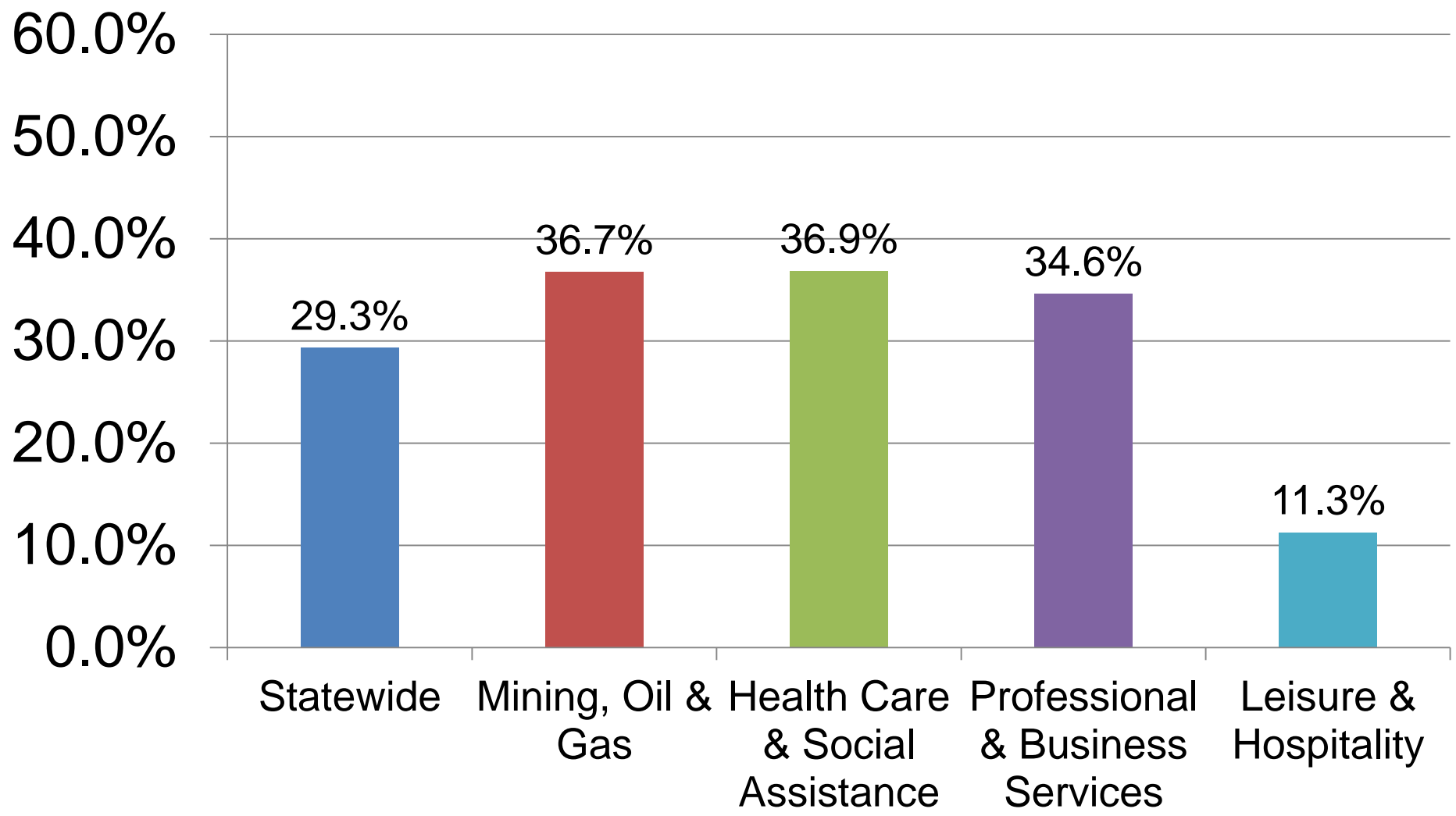
Benefits & Hiring Trends

Medical Insurance



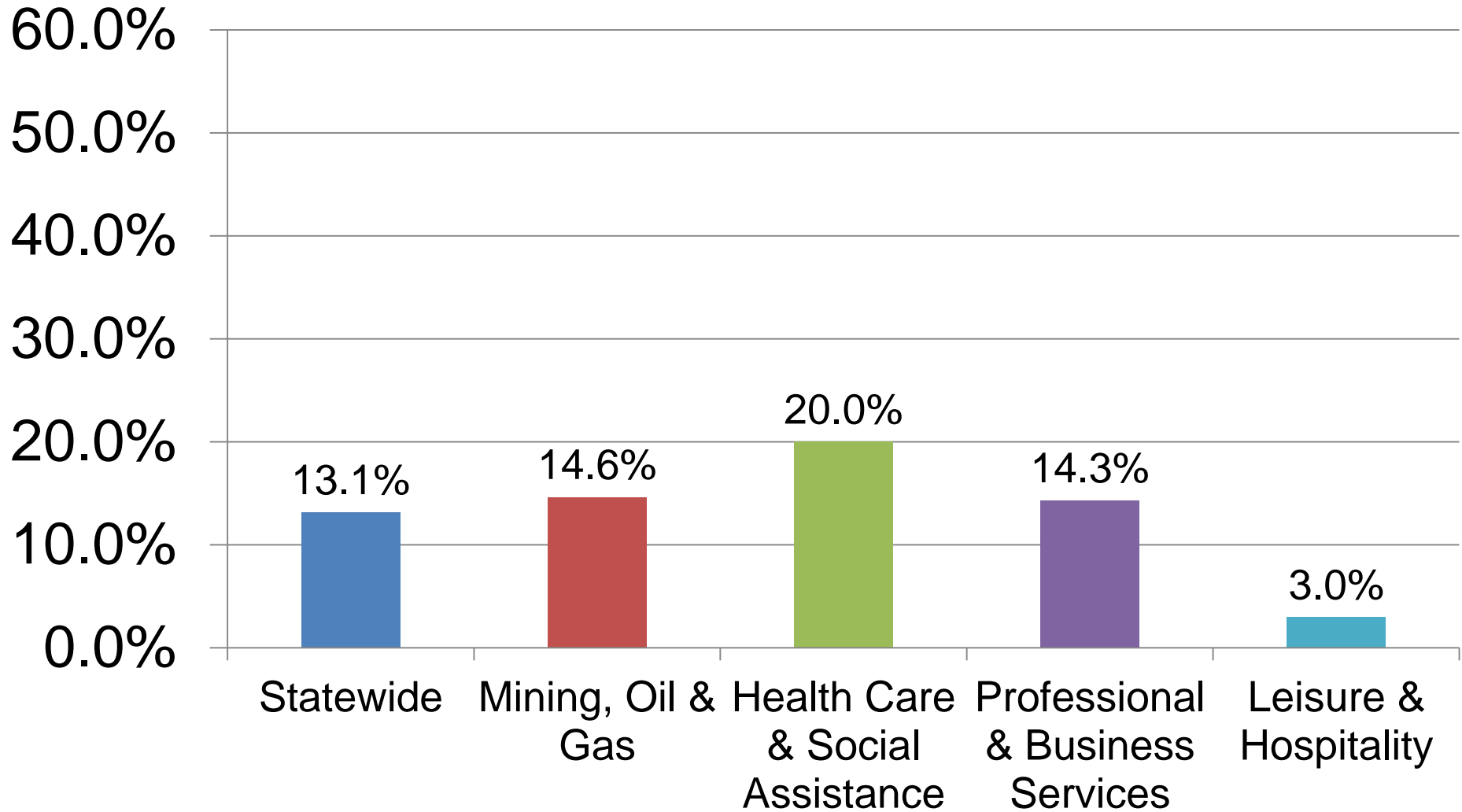
Note: Custom figure using data from the *Wyoming Benefits Survey 2015 Appendix*, by L. Knapp, Research & Planning, October 2016.
Retrieved from http://doe.state.wy.us/lmi/benefits/benefits_2015.pdf

Retirement



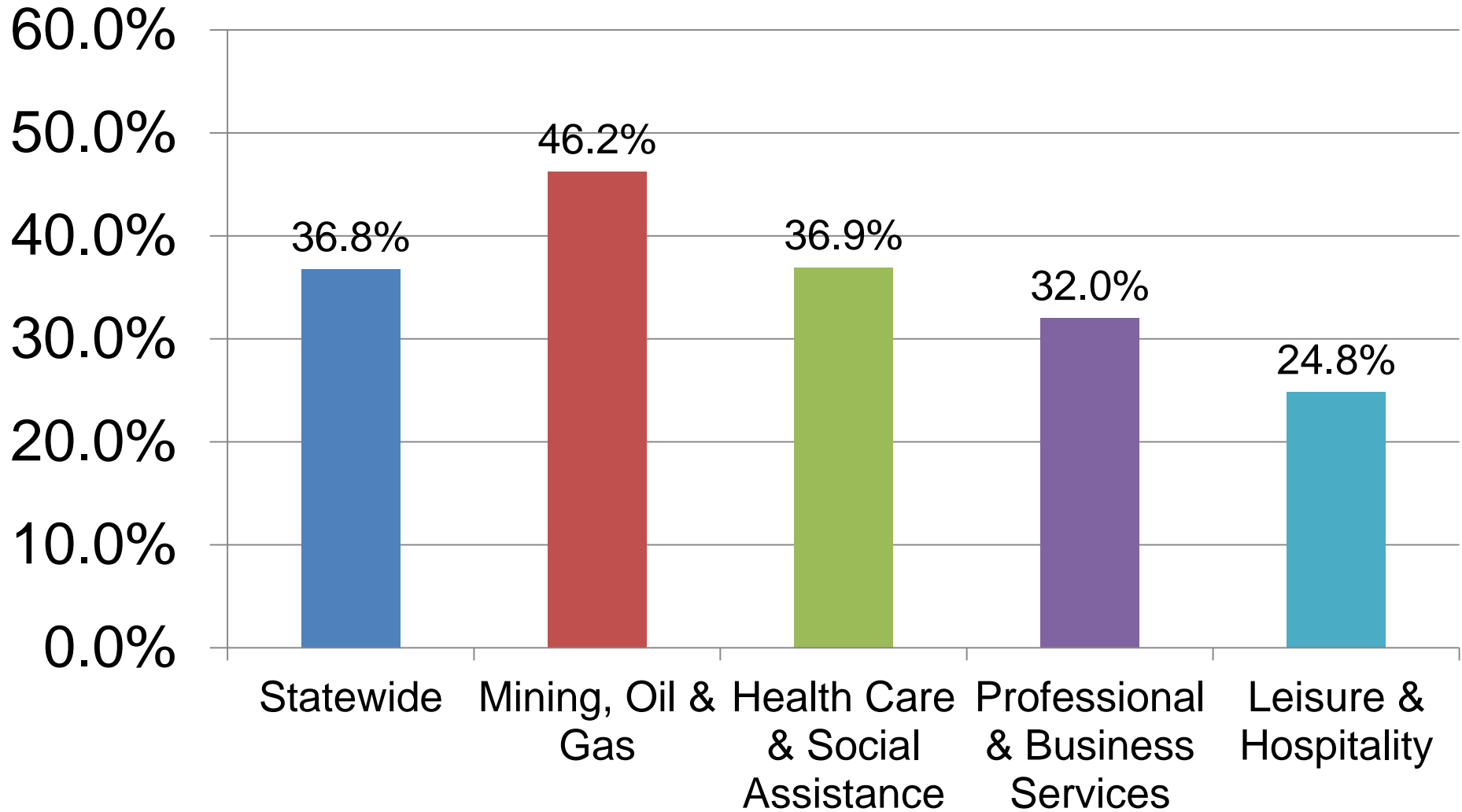
Note: Custom figure using data from the *Wyoming Benefits Survey 2015 Appendix*, by L. Knapp, Research & Planning, October 2016. Retrieved from http://doe.state.wy.us/lmi/benefits/benefits_2015.pdf

Education



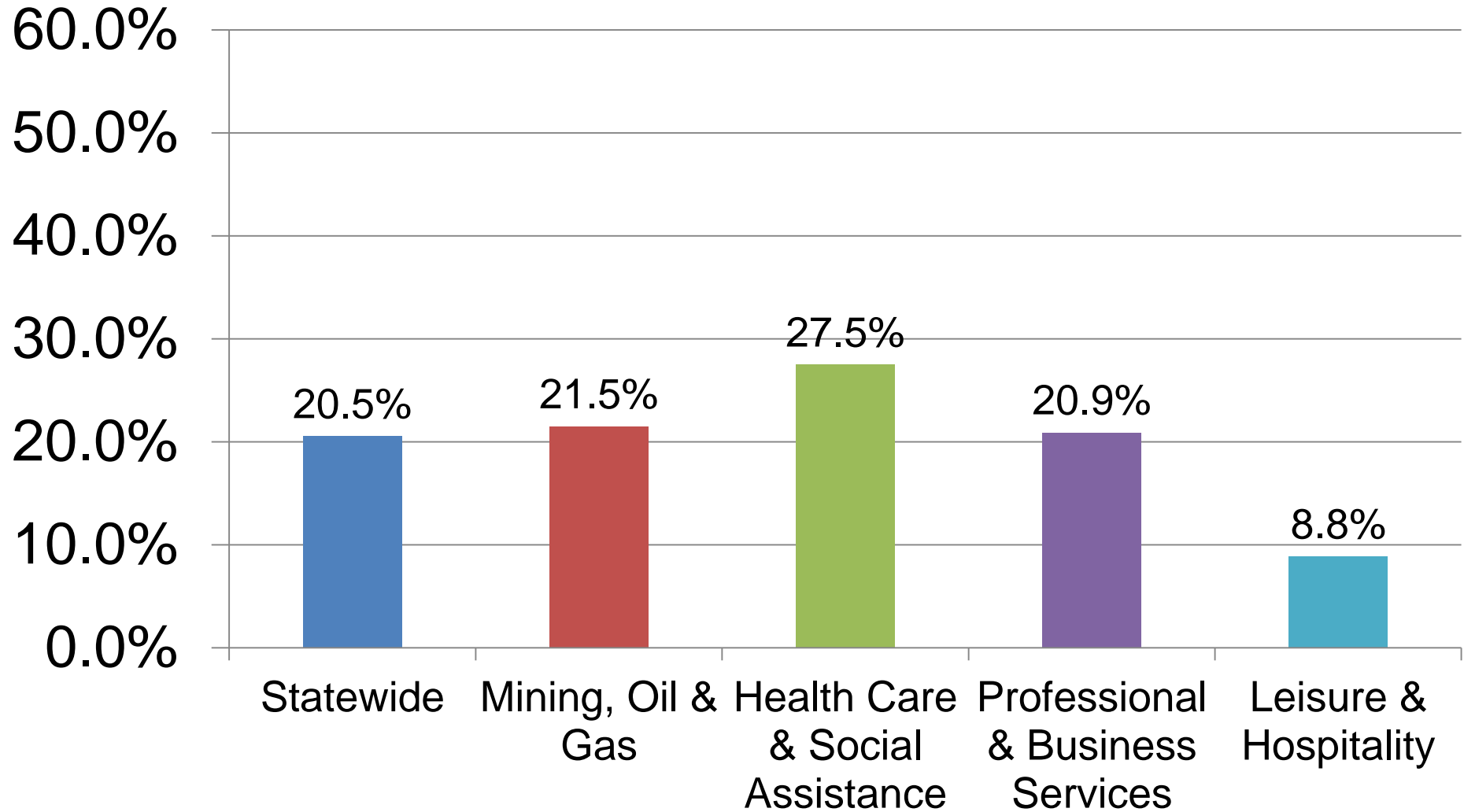
Note: Custom figure using data from the *Wyoming Benefits Survey 2015 Appendix*, by L. Knapp, Research & Planning, October 2016.
Retrieved from http://doe.state.wy.us/lmi/benefits/benefits_2015.pdf

Paid Vacation



Note: Custom figure using data from the *Wyoming Benefits Survey 2015 Appendix*, by L. Knapp, Research & Planning, October 2016.
Retrieved from http://doe.state.wy.us/lmi/benefits/benefits_2015.pdf

Paid Sick Leave



Note: Custom figure using data from the *Wyoming Benefits Survey 2015 Appendix*, by L. Knapp, Research & Planning, October 2016.
Retrieved from http://doe.state.wy.us/lmi/benefits/benefits_2015.pdf

Hiring Trends for HR Specialists

Industry	Median Hourly Wage	Health Insurance	Female
All Industries	\$23.08	80%	69%
Wholesale Trade	\$28.90	100%	67%
Transportation & Warehousing	\$21.00	0%	50%
Finance & Insurance	\$26.01	25%	75%

Hiring Trends for All Occupations

Industry	Median Hourly Wage	Health Insurance	Female
All Industries	\$12.00	34%	40%
Mining	\$19.50	74%	16%
Health Care & Social Assistance	\$12.50	43%	77%
Accommodation & Food Service	\$8.50	10%	44%

Web Resources

Research and Planning:
Occupational Wages and
Employment by Location



WYOMING LABOR MARKET INFORMATION

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- About Research & Planning
- Benefits
- Bureau of Labor Statistics
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- Presentations
- Program Outcomes
- Projections
- Publications
- Publications Order Form
- Section 309 of the Workforce Investment Act

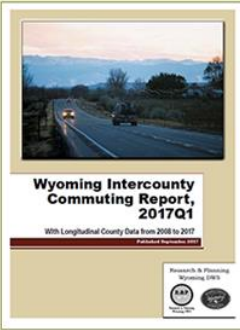
"Labor Market Information (LMI) is an applied science; it is the systematic collection and analysis of data which describes and predicts the relationship between labor demand and supply."
The States' Labor Market Information Review, ICESA, 1995, p. 7.

COMMUTING

Wyoming Intercounty Commuting Report, 2017Q1

With Longitudinal County Data from 2008 to 2017

Of the 287,940 individuals working in Wyoming at any time during first quarter 2017 (2017Q1), more than one in five (21.3%) commuted from another county or state, according to the most recent turnover data from the Research & Planning (R&P) section of the Wyoming Department of Workforce Services.



Published September 2017.

- [PDF \(3.1 MB\)](#)
- [Excel Spreadsheet](#)
- [Commuting Homepage](#)

LICENSED OCCUPATIONS

Directory of Licensed Occupations in

Consumer Reports: Wyoming Career Assist

Wyoming Department of Workforce Services

Research & Planning

246 S. Center St.
 PO Box 2760
 Casper, WY 82602
 (307) 473-3807



Research & Planning
 Wyoming DWS

NEW!

Customer Satisfaction Survey

Labor Market Information
 - on -
 Wyoming at Work

- Program Outcomes
- Projections
- Publications
- Publications Order Form
- Section 309 of the Workforce Investment Act
- Targeted Employment Areas
- Turnover
- Unemployment Insurance
- Wage Records Research
- Wyoming Labor Force Trends

Information for Job Seekers

The following are some of the specific locations on our website that may have useful information for you as you consider your employment options:

- Occupation and Industry projections
- Occupational Employment Statistics
- Quarterly Census of Employment and Wages
- The Department of Workforce Services
- Wyoming at Work

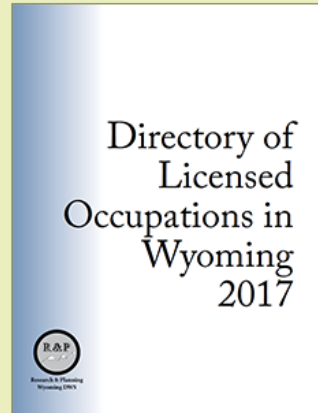
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Continuing Homepage

LICENSED OCCUPATIONS

Directory of Licensed Occupations in Wyoming 2017

The *Directory of Licensed Occupations in Wyoming 2017*, compiled by the Research & Planning (R&P) section of the Wyoming Department of Workforce Services, provides detailed information about license requirements and related information for the 98 occupations required to have a license by the state of Wyoming.



Published September 2017.

- [PDF \(1.7 MB\)](#)

UNEMPLOYMENT INSURANCE CLAIMS

Unemployment Insurance Claims Information for Wyoming by County, Industry, and Place of Residence of Claimant: August 2017

Labor Market Information — on — Wyoming at Work



- Dynamic data
- Industries
- Occupations
- Area Profiles

[Go to Site](#)
[More Info](#)



http://doe.state.wy.us/Imi/OES_toc.htm



Wyoming Wage Survey

(May 2015 estimates updated to September 2016 Employment Cost Index)

Occupational Employment Statistics Area Map



[Wages by Occupation-State/National Estimates](#)
(Original May estimates on BLS website)

[2011 Wyoming Career Explorer](#)

Due to recent information requests, Research & Planning is publishing the following tables and documentation:

Wyoming [Tables](#) of Mean & Median Annual Wages for K-12 Non-Teaching Staff [Explained](#)
(and in [xls](#))

Wages by County (May 2008-2010) [htm xls](#) |
(May 2011) [htm xls](#)

Wages by Size Class (May 2009) [htm xls](#) |
(May 2010) [htm xls](#) | (May 2011) [htm xls](#) |

Historical Surveys

Statewide, Regional, & MSA Data			
<small>(All May estimates updated to the March and September Employment Cost Index, except 2006)</small>			
March 2016	September 2015	March 2015	September 2014
March 2014	September 2013	March 2013	September 2012
March 2012	September 2011	March 2011	September 2010
March 2010	September 2009	March 2009	September 2008
March 2008 November 2006 May 2006			

Wage Publications

[2010](#) | [2009](#) | [2001](#) | [2000](#) | [1999](#) | [1998](#) | [1997](#) | [1996](#)

Benefit Publications

[2010](#) (PDF) | [2009](#) (PDF) | [2008](#) (PDF)

http://doe.state.wy.us/Imi/LEWIS Sept2016ECI/toc000.htm

Wyoming Occupational Employment and Wages September 2016

[Introduction to Statewide, MSA, County, and Regional Data](#)

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[Natrona County](#)

[Niobrara County](#)

[Park County](#)

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[Sheridan County](#)

[Sublette County](#)

[Sweetwater County](#)

[Teton County](#)



Wyoming

<https://doe.state.wy.us/Imi/LEWIS> **Sept2016ECI/toc014.htm** **Wyoming Occupational Employment and Wages September 2016**

Wyoming

Table of Contents

Wyoming

All industries

Total all occupations

Management Occupations

Business and Financial Operations Occupations

Computer and Mathematical Occupations

Architecture and Engineering Occupations

Life, Physical, and Social Science Occupations

Community and Social Services Occupations

Legal Occupations

Education, Training, and Library Occupations

Arts, Design, Entertainment, Sports, and Media Occupations

Wyoming

https://doe.state.wy.us/Imi/LEWIS

Sept2016ECI/page0311.htm

All industries

Wyoming

Business and Financial Operations Occupations

Occupation	Occ. code	Est. empl.	Mean wage	10th pct	25th pct	Median wage	75th pct	90th pct
Business and Financial Operations Occupations	13-0000	8,820	70,041	36,954	46,519	60,409	79,822	106,180
			33.67	17.77	22.36	29.04	38.38	51.05
Business Operations Specialists	13-1000	5,160	70,516	36,405	46,582	60,720	80,102	107,097
			33.90	17.50	22.39	29.19	38.51	51.48
Buyers and Purchasing Agents, Farm Products	13-1021	20	67,008	29,003	66,055	71,893	77,766	81,289
			32.21	13.95	31.76	34.56	37.38	39.08
Wholesale and Retail Buyers, Except Farm Products	13-1022	140						
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	350	60,449	37,975	46,576	58,054	73,997	86,682
			29.06	18.26	22.39	27.91	35.57	41.67
Claims Adjusters, Examiners, and Investigators	13-1031	290	63,051	24,525	38,095	54,373	87,072	113,470
			30.31	11.80	18.32	26.15	41.86	54.55
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	440	68,551	43,634	51,707	62,974	81,524	106,998
			32.96	20.98	24.86	30.28	39.19	51.44
Cost Estimators	13-1051	270	65,675	39,302	48,725	65,896	80,425	95,724
			31.57	18.90	23.43	31.68	38.66	46.03
Human Resources Specialists	13-1071	720	56,724	38,706	44,560	50,777	66,424	85,064
			27.27	18.61	21.42	24.41	31.93	40.90
Labor Relations Specialists	13-1075	130	56,046	17,026	19,022	60,189	84,707	98,752
			26.94	8.19	9.15	28.94	40.72	47.47
Logisticians	13-1081	100	76,796	53,388	61,313	75,315	89,512	101,317
			36.92	25.67	29.47	36.20	43.04	48.71

Wyoming Occupational Employment and Wages September 2016

Wyoming All-Industry

Estimated employment	720
Mean wage	\$27.27
10th percentile wage	\$18.61
25th percentile wage	\$21.42
50th percentile wage	\$24.41
75th percentile wage	\$31.93
90th percentile wage	\$40.90

Human Resources Specialists (13-1071)

Top Areas For This Occupation

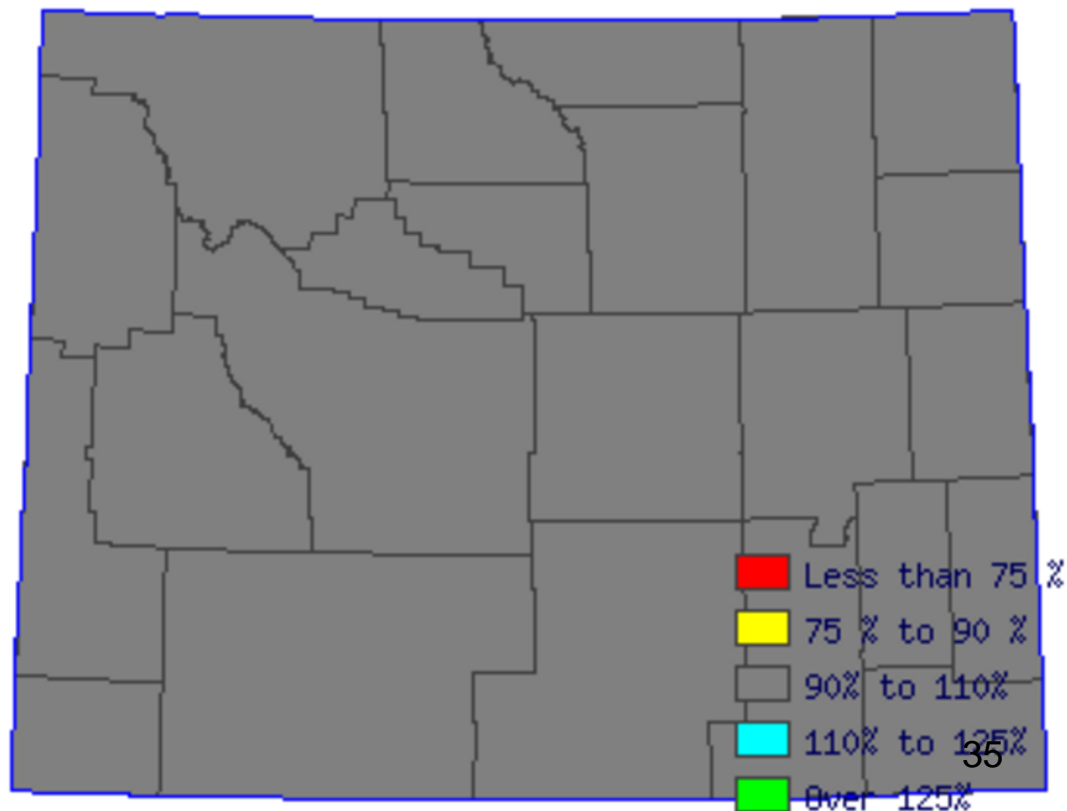
	Best Pay		Highest Employment	
	Median Wage	Employment	Median Wage	Employment
Wyoming	\$24.41	720	Wyoming	\$24.41 720

Top Employing Industries

	Employment	
Public Administration	240	32.9%
Administrative and Support and Waste Management and Remediation Services	90	12.7%
Health Care and Social Assistance	90	12.4%

Top Paying Industries

	Employment	Median Wage
Mining	50	34.78
Accommodation and Food Services	20	32.69
Information	10	32.29



Wyoming Occupational Employment and Wages September 2016

Natrona County

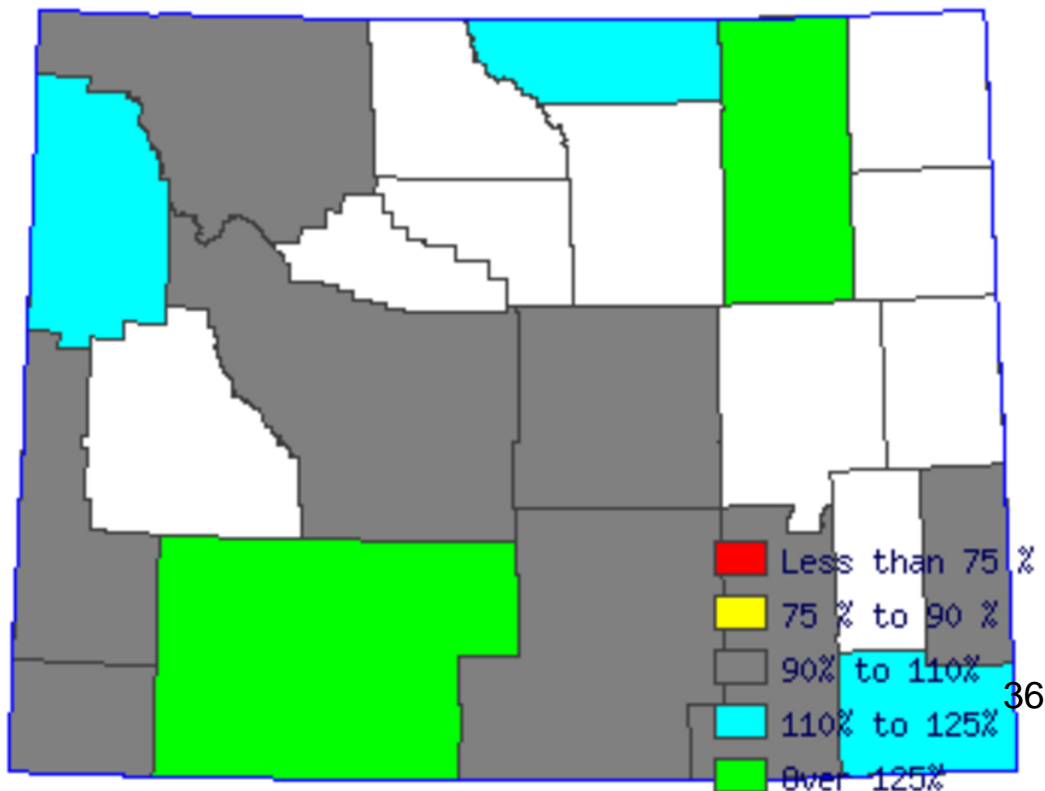
All-industry

Estimated employment	80
Mean wage	\$23.56
10th percentile wage	\$16.52
25th percentile wage	\$19.38
50th percentile wage	\$21.98
75th percentile wage	\$26.27
90th percentile wage	\$30.45

Human Resources Specialists (13-1071)

Top Areas For This Occupation

	Best Pay		Highest Employment	
	Median Wage	Employment	Median Wage	Employment
Sweetwater County	\$28.93	50	Laramie County	\$25.59 220
Campbell County	\$28.60	60	Natrona County	\$21.98 80
Teton County	\$25.64	40	Campbell County	\$28.60 60



Web Resources

Bureau of Labor Statistics:
Occupational Wages and
Employment by Industry

Announcement

IMPORTANT [2017 CES Preliminary Benchmark Revision](#)

SEP
08

Employer costs for civilian workers average \$35.28 per hour in June 2017

Employer costs for civilian workers averaged \$24.10 per hour worked for wages and salaries and \$11.18 for benefits in June 2017. Retirement costs were \$1.92, accounting for 5.4 percent of total compensation costs.

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- 09/07/2017 Productivity rises 1.5% in 2nd quarter 2017 (annual rate); unit labor costs rise 0.2%
- 09/06/2017 McLean, Ill., has largest county 1st quarter 2017 over-the-year wage gain at 27.8%
- 09/01/2017 Payroll employment increases by 156,000 in August; unemployment rate changes little (4.4%)
- 08/30/2017 July jobless rates down over the year in 340 of 388 metro areas; payroll jobs up in 336

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HURRICANE IRMA



Hurricane Irma

Maps showing employment, wages, and establishment counts in flood zones impacted by Hurricane Irma. [read more »](#)

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Consumer Price Index (CPI):
+0.1% in Jul 2017

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Human Resources Specialists

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x

About 22,600 results (0.38 seconds)

[Human Resources Specialists : Occupational Outlook Handbook ...](#)

Human resources specialists recruit, screen, interview, and place workers. They often handle other human resources work, such as those related to employee ...

<https://www.bls.gov/ooh/business.../human-resources-specialists.htm>

[Human Resources Specialists](#)

Occupational Employment and Wages, May 2015. 13-1071 **Human Resources Specialists**. Perform activities in the human resource area. Includes employment ...

<https://www.bls.gov/Oes/current/oes131071.htm>

[Human Resources Managers : Occupational Outlook Handbook ...](#)

Human resources managers plan, direct, and coordinate the administrative functions of an organization. They oversee the recruiting, interviewing, and hiring of ...

<https://www.bls.gov/ooh/.../human-resources-managers.htm>

[Human Resources Specialists](#)

13-1071 **Human Resources Specialists**. Perform activities in the human resource area. Includes

https://www.bls.gov/Oes/current/oes131071.htm

Occupational Employment Statistics

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13-1071 Human Resources Specialists

Perform activities in the human resource area. Includes employment specialists who screen, recruit, interview, and place workers. Excludes "Compensation, Benefits, and Job Analysis Specialists" (13-1141) and "Training and Development Specialists" (13-1151).

- [National estimates for this occupation](#)
- [Industry profile for this occupation](#)
- [Geographic profile for this occupation](#)

National estimates for this occupation: [Top](#)

Employment estimate and mean wage estimates for this occupation:

Employment (1)	Employment RSE (3)	Mean hourly wage	Mean annual wage (2)	Wage RSE (3)
524,800	0.5 %	\$31.20	\$64,890	0.2 %

Percentile wage estimates for this occupation:

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$16.72	\$21.45	\$28.45	\$37.72	\$48.76
Annual Wage (2)	\$34,770	\$44,620	\$59,180	\$78,460	\$101,420

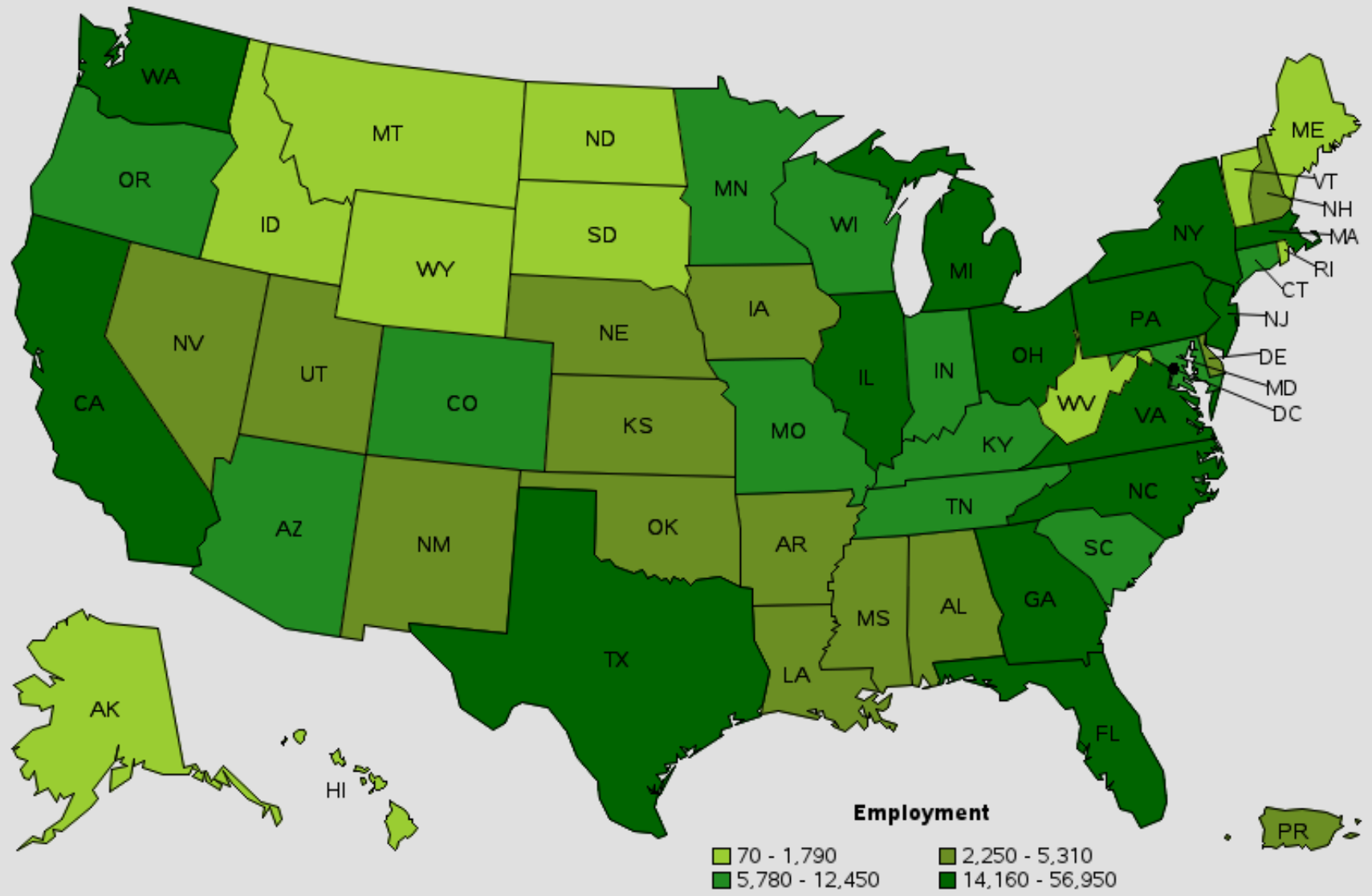
Industry profile for this occupation: [Top](#)

Industries with the highest published employment and wages for this occupation are provided. For a list of all industries with employment in this occupation, see the [Create Customized Tables](#) function.

Industries with the highest levels of employment in this occupation:

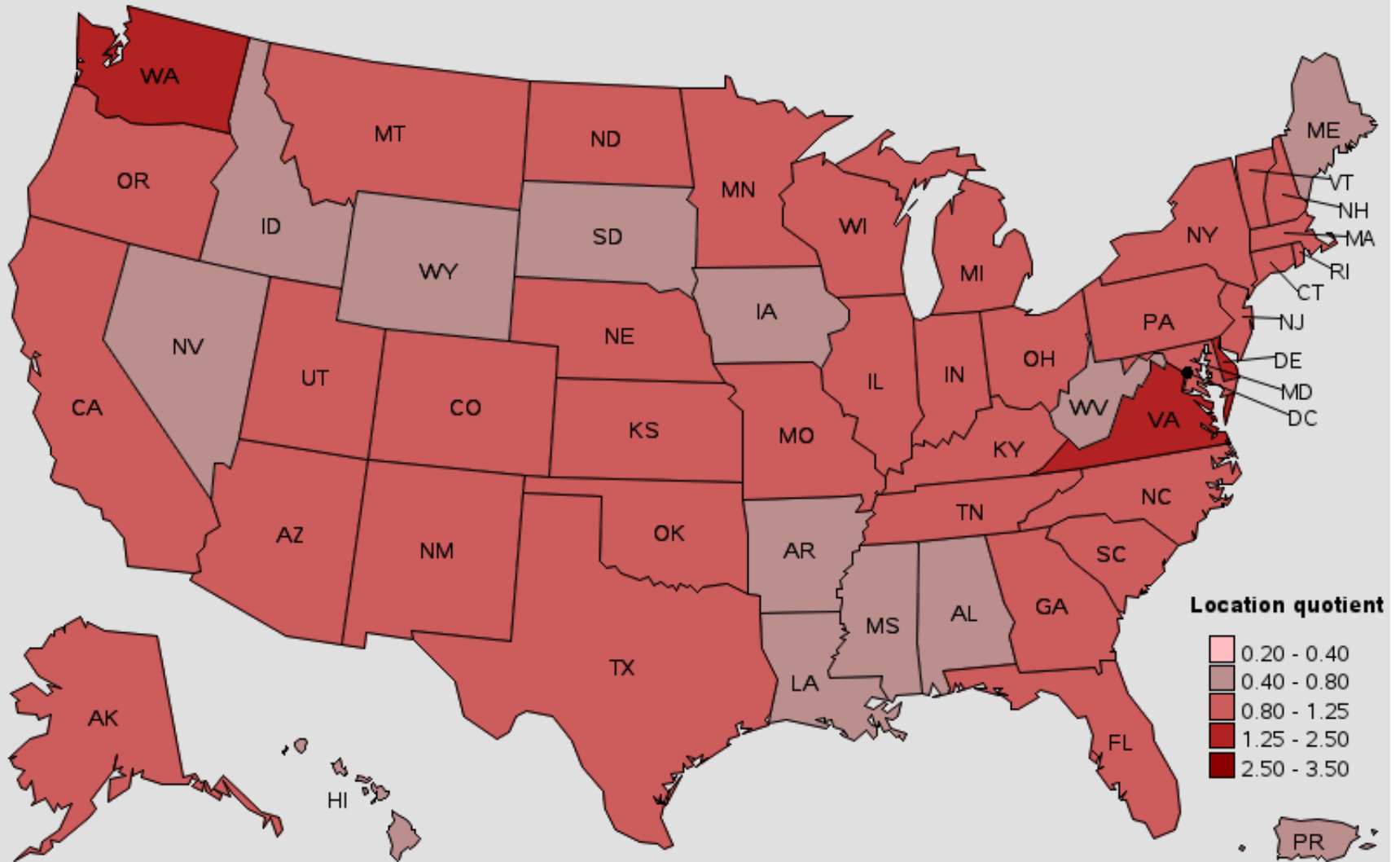
		Percent of	

Employment of human resources specialists, by state, May 2016



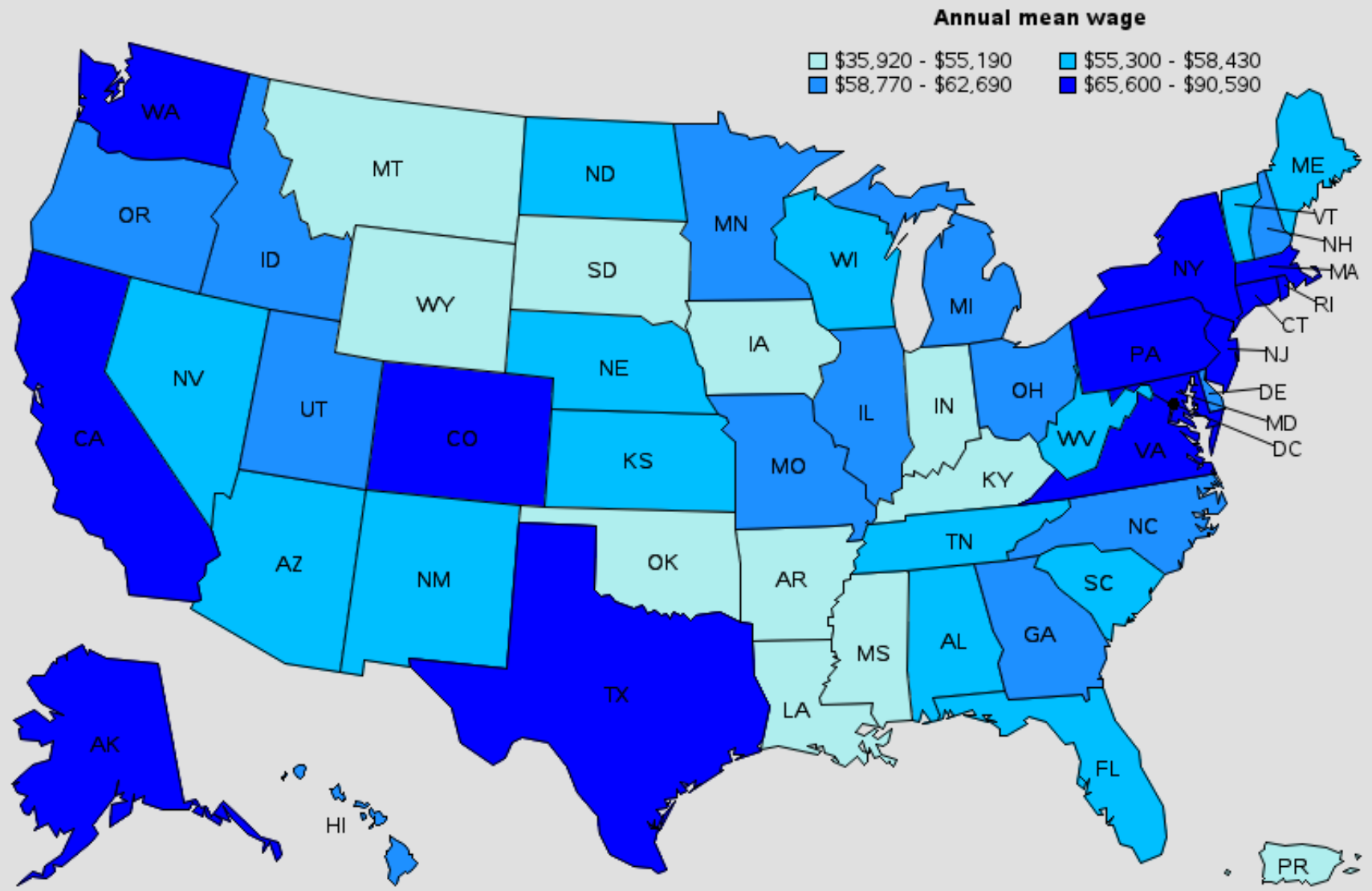
Blank areas indicate data not available.

Location quotient of human resources specialists, by state, May 2016



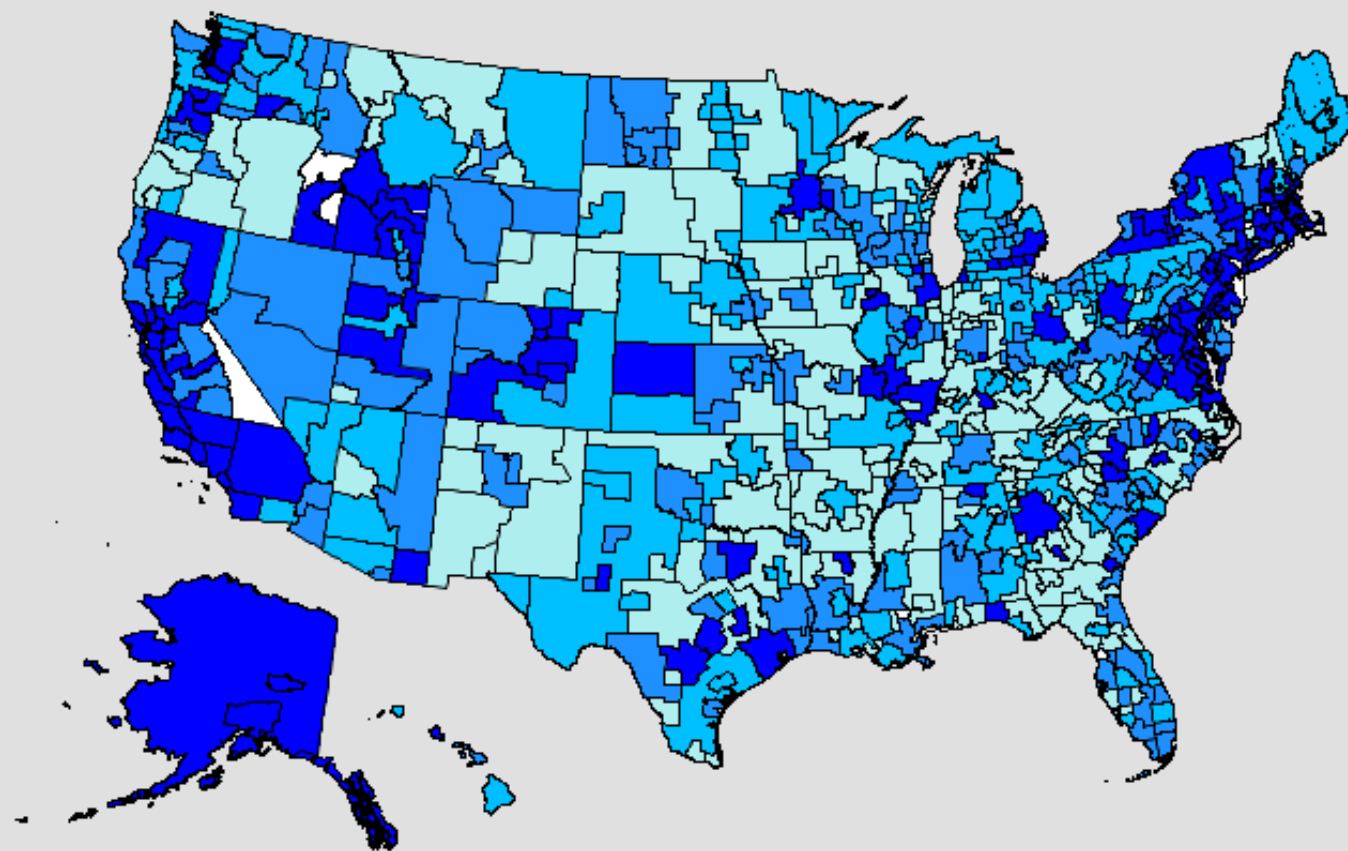
Blank areas indicate data not available.

Annual mean wage of human resources specialists, by state, May 2016



Blank areas indicate data not available.

Annual mean wage of human resources specialists, by area, May 2016



Annual mean wage

- | | |
|-----------------------|-----------------------|
| □ \$20,820 - \$51,730 | □ \$51,760 - \$56,320 |
| □ \$56,360 - \$61,650 | □ \$61,670 - \$91,590 |

Blank areas indicate data not available.

https://www.bls.gov/Oes/current/oes131071.htm

Occupational Employment Statistics

Occupational Employment and Wages, May 2016

13-1071 Human Resources Specialists

Perform activities in the human resource area. Includes employment specialists who screen, recruit, interview, and place workers. Excludes "Compensation, Benefits, and Job Analysis Specialists" (13-1141) and "Training and Development Specialists" (13-1151).

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Industries with the highest levels of employment in this occupation:

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Occupational Employment Statistics Query System

Occupational Employment Statistics

Select a search type

- Multiple occupations for one geographical area
- Multiple occupations for one industry
- One occupation for multiple geographical areas
- One occupation for multiple industries

One occupation for multiple industries

Select a search type

- Multiple occupations for one geographical area
- Multiple occupations for one industry
- One occupation for multiple geographical areas
- One occupation for multiple industries

Select one occupation

Claims Adjusters, Examiners, and Investigators
Insurance Appraisers, Auto Damage
Compliance Officers
Cost Estimators
Human Resources Workers
Human Resources Specialists
Farm Labor Contractors
Labor Relations Specialists
Logisticians
Management Analysts

- Cost Estimators
- Human Resources Workers
- Human Resources Specialists**
- Farm Labor Contractors
- Labor Relations Specialists
- Logisticians
- Management Analysts
- Meeting, Convention, and Event Planners
- Fundraisers
- Compensation, Benefits, and Job Analysis Specialists

Select one or more industry sectors

- Sector 52 - Finance and Insurance
- Sector 53 - Real Estate and Rental and Leasing
- Sector 54 - Professional, Scientific, and Technical Services
- Sector 55 - Management of Companies and Enterprises
- Sector 56- Administrative and Support and Waste Management and Remediation Services
- Sector 61 - Educational Services
- Sector 62 - Health Care and Social Assistance
- Sector 71 - Arts, Entertainment, and Recreation
- Sector 72 - Accommodation and Food Services
- Sector 81 - Other Services (except Federal, State, and Local Government)
- Sector 99 - Federal, State, and Local Government (OES Designation)

Select one or more industries

- (-) INDUSTRIES
 - o All Industries in this list
 - (-) Sector 56- Administrative and Support and Waste Management and Remediation Services
 - (-) Administrative and Support Services
 - o Office Administrative Services
 - o Facilities Support Services
 - (-) Employment Services
 - o Temporary Help Services

Next

Select one or more datatypes

(For printer-friendly HTML output, select a maximum of eight datatypes at a time.)

- ~~wage percent relative standard error~~
- Hourly 10th percentile wage
- Hourly 25th percentile wage
- Hourly median wage
- Hourly 75th percentile wage
- Hourly 90th percentile wage
- Annual 10th percentile wage
- Annual 25th percentile wage
- Annual median wage
- Annual 75th percentile wage
- Annual 90th percentile wage

Next

(For printer-friendly HTML output, select a maximum of eight datatypes at a time.)

- wage percent relative standard error
- Hourly 10th percentile wage
- Hourly 25th percentile wage
- Hourly median wage
- Hourly 75th percentile wage
- Hourly 90th percentile wage
- Annual 10th percentile wage
- Annual 25th percentile wage
- Annual median wage**
- Annual 75th percentile wage
- Annual 90th percentile wage

Next

Select one or more release dates

May 2016 ^

Select an output type

- HTML**
- Excel

Submit

Occupational Employment Statistics Query System

Occupational Employment Statistics

[\(For more information or help\)](#)

One occupation for multiple industries

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Occupation: Human Resources Specialists(SOC code 131071)
Period: May 2016

Occupation (SOC code)	Employment ⁽¹⁾	Annual median wage ⁽²⁾
Temporary Help Services(561320)	48330	49050
Landscaping Services(561730)	600	50350
Casino Hotels(721120)	560	45390
Full-Service Restaurants(722511)	650	55820

Footnotes:
 (1) Estimates for detailed occupations do not sum to the totals because the totals include occupations not shown separately. Estimates do not include self-employed workers.
 (2) Annual wages have been calculated by multiplying the hourly mean wage by 2,080 hours.

SOC code: Standard Occupational Classification code -- see <http://www.bls.gov/soc/home.htm>

Data extracted on September 11, 2017

HR Specialists, May 2016

Industry	Employment	Annual Median Wage
Temporary Help Services	48,330	\$49,050
Landscaping Services	600	\$50,350
Casino Hotels	560	\$45,390
Full-Service Restaurants	650	\$55,820

Web Resources

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Detailed Descriptions and
Analysis


https://www.onetonline.org/



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Crosswalks

Connect to a wealth of O*NET data. Enter a code or title from another classification to find the related O*NET-SOC



Find Occupations

Keyword or O*NET-SOC Code

Examples: 25-1011.00_dental assistant

Enter a word, phrase, or title to search for an O*NET-SOC occupation.
Enter a full or partial O*NET-SOC code to look up occupations by code.

Career Cluster

Career Clusters contain occupations in the same field of work that require similar skills. Students, parents, and educators can use Career Clusters to help focus education plans towards obtaining the necessary knowledge, competencies, and training for success in a particular career pathway.

Industry

Industries are broad groups of businesses or organizations with similar activities, products, or services. Occupations are considered part of an industry based on their employment

Bright Outlook

Bright Outlook occupations are expected to grow rapidly in the next several years, will have large numbers of job openings, or are new and emerging occupations.

Green Economy Sector

The green economy will cause a change in occupations' employment demand or work and worker requirements such as tasks, skills, knowledge, and credentials. Green occupations are linked to Green Economy Sectors.

Job Family

Job Families are groups of occupations based upon work performed, skills, education, training, and credentials.

https://www.onetonline.org/find/



O*NET OnLine

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Quick Search for: Human Resources Specialists

Showing top 20 occupations for **Human Resources Specialists**. Closest matches are shown first.

[How do they match?](#)

Code Occupation

Code	Occupation	
13-1071.00	Human Resources Specialists	🌟 Bright Outlook
11-3121.00	Human Resources Managers	
43-4161.00	Human Resources Assistants, Except Payroll and Timekeeping	
17-2112.01	Human Factors Engineers and Ergonomists	🌟
19-3032.00	Industrial-Organizational Psychologists	🌟
21-1093.00	Social and Human Service Assistants	🌟
11-1021.00	General and Operations Managers	🌟 🟢 Green
13-1199.00	Business Operations Specialists, All Other	🌟
13-1141.00	Compensation, Benefits, and Job Analysis Specialists	
19-2041.00	Environmental Scientists and Specialists, Including Health	🟢
21-1091.00	Health Educators	

https://www.onetonline.org/link/ summary/13-1071.00

- Support — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- Achievement — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

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Related Occupations

5 of 10 displayed

- 11-3121.00 [Human Resources Managers](#)
- 13-1111.00 [Management Analysts](#) ● **Bright Outlook**
- 13-1151.00 [Training and Development Specialists](#) ✓
- 13-2099.04 [Fraud Examiners, Investigators and Analysts](#) ●
- 27-3031.00 [Public Relations Specialists](#) ✓ **Green**

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Wages & Employment Trends

Median wages (2016) \$28.45 hourly, \$59,180 annual

State wages 

Employment (2014) 482,000 employees

Projected growth (2014-2024) ■ Average (5% to 8%)

Projected job openings (2014-2024) 139,300

State trends 

Top industries (2014) [Administrative and Support Services](#)
[Government](#)

Source: Bureau of Labor Statistics [2016 wage data](#) and [2014-2024 employment projections](#). "Projected growth" represents the estimated change in total employment over the projections period (2014-2024). "Projected job openings" represent openings due to growth and replacement.

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Sources of Additional Information


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Disclaimer: Sources are listed to provide additional information on related jobs, specialties, and/or industries. Links to non-DOL Internet sites are provided for your convenience and do not constitute an endorsement.

- [Occupational Outlook Handbook: Human resources specialists](#)

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Research & Planning Website, September 2017. <http://doe.state.wy.us/lmi/>

Questions?

katelynd.faler@wyo.gov



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