



Occupation Report

Human Resources Specialists

Sacramento-Roseville-Folsom, CA MSA



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Occupation Snapshot



6-Digit Occupation	Empl	Avg Mean Wages	LQ	3-Year Empl Change	Annual Demand	Forecast Ann Growth
Human Resources Specialists	5,199	\$79,200	0.92	470	567	1.1%



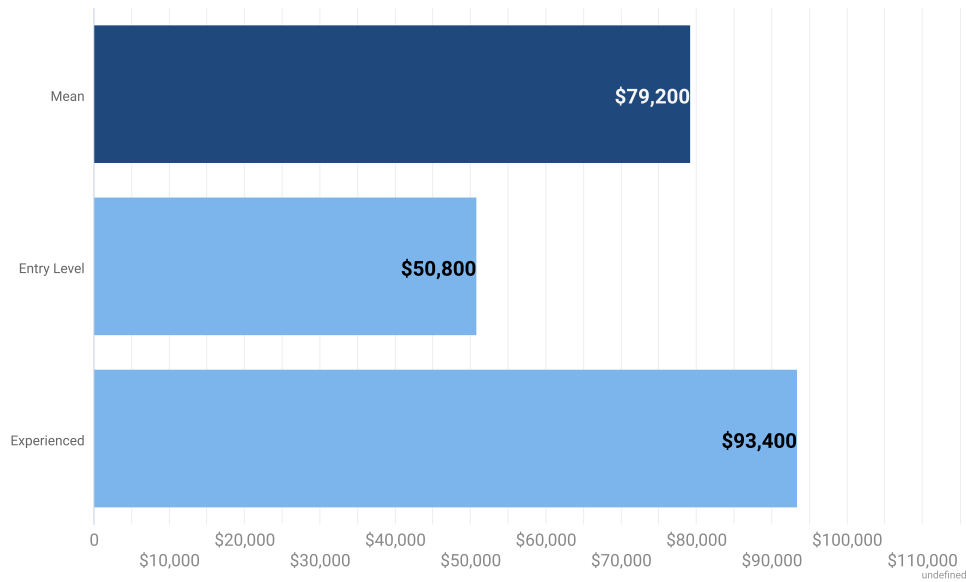
- 💡 “Annual Demand” is the projected need for new entrants into an occupation. New entrants are needed due to expected growth and to replace workers who left the occupation due to factors such as retirement or switching careers.
- 💡 “Forecast Ann Growth” is the expected change in jobs due to national, long-term trend projections (per the BLS) as well as local factors such as industry mix and population growth (as computed and modeled by Chmura).

Employment by Industry

Industry Title	% of Occ Empl	Empl	10-Year Separations	10-Year Empl Growth	10-Year Total Demand
Employment Services	16.2%	841	831	96	927
Management of Companies and Enterprises	5.3%	278	271	24	295
Executive, Legislative, and Other General Government Support	5.2%	269	251	-2	250
Management, Scientific, and Technical Consulting Services	3.5%	183	195	52	247
Individual and Family Services	3.1%	164	175	49	223
Administration of Human Resource Programs	3.0%	155	145	-2	142
Justice, Public Order, and Safety Activities	3.0%	155	146	1	147
Administration of Environmental Quality Programs	2.7%	138	128	-3	126
Office Administrative Services	2.6%	134	156	72	228
Computer Systems Design and Related Services	2.4%	126	129	24	153
Administration of Economic Programs	2.4%	125	116	-3	113
General Medical and Surgical Hospitals	2.4%	125	121	8	129
Colleges, Universities, and Professional Schools	2.4%	124	122	13	135
Accounting, Tax Preparation, Bookkeeping, and Payroll Services	2.1%	109	130	66	195
Outpatient Care Centers	1.7%	89	91	17	108
Elementary and Secondary Schools	1.6%	83	80	6	86
Architectural, Engineering, and Related Services	1.4%	72	68	2	71
Insurance Carriers	1.4%	70	69	6	75
Scientific Research and Development Services	1.2%	60	59	7	67
Agencies, Brokerages, and Other Insurance Related Activities	1.1%	58	57	6	64
All Others	35.4%	1,841	1,806	181	1,987

-  The industry distribution indicates the industries in which workers in the occupation(s) are primarily found.
-  “10-Year Empl Growth” may show industries with positive as well as negative growth; this would indicate that the occupation(s) being examined are expected to expand within some industries while contracting in others.

Wages

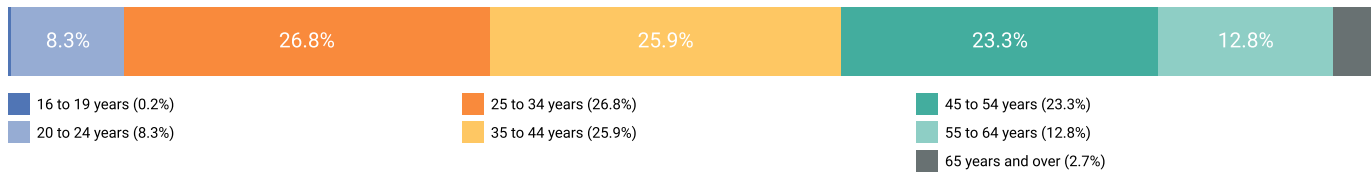


Occupation	Mean	Median	Entry Level	Experienced
Human Resources Specialists	\$79,200	\$73,800	\$50,800	\$93,400

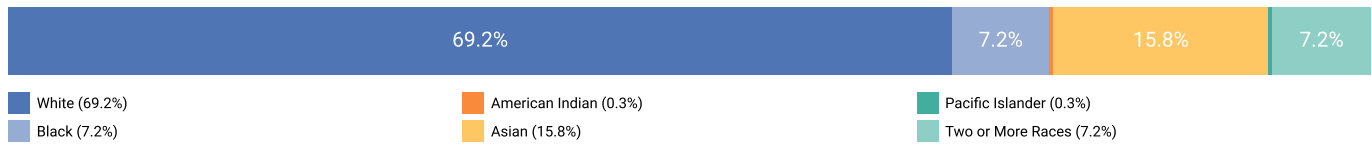
- 💡 Occupation wages here utilize BLS OEWS data, imputed and brought forward by Chmura.
- 💡 When this report is run for an occupation group, the table above displays up to the top ten detailed occupations which have the highest average wages within the occupation group.

Occupation Demographics

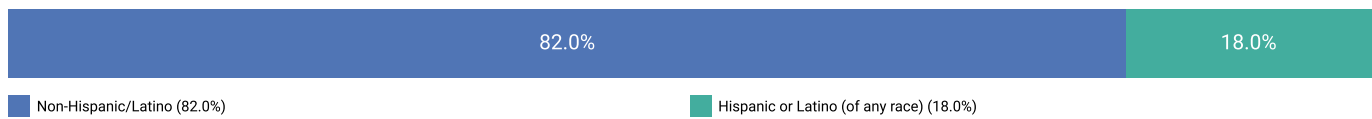
Age



Race



Ethnicity



Gender

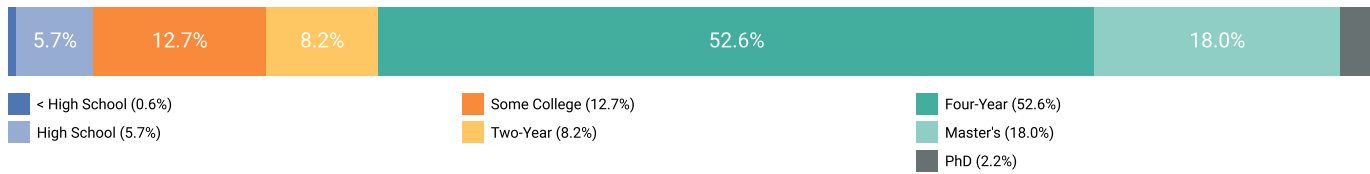


Education and Training Requirements



Education Profile

Educational Attainment



Occupation	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
Human Resources Specialists	Bachelor's degree	None	None


 The stacked bar chart here illustrates the estimated mix of educational attainment of the workers in this occupation(s) in aggregate.

 The table indicates typical education and training requirements rather than the mix of attainment of workers in such positions.

Postsecondary Programs Linked to Human Resources Specialists

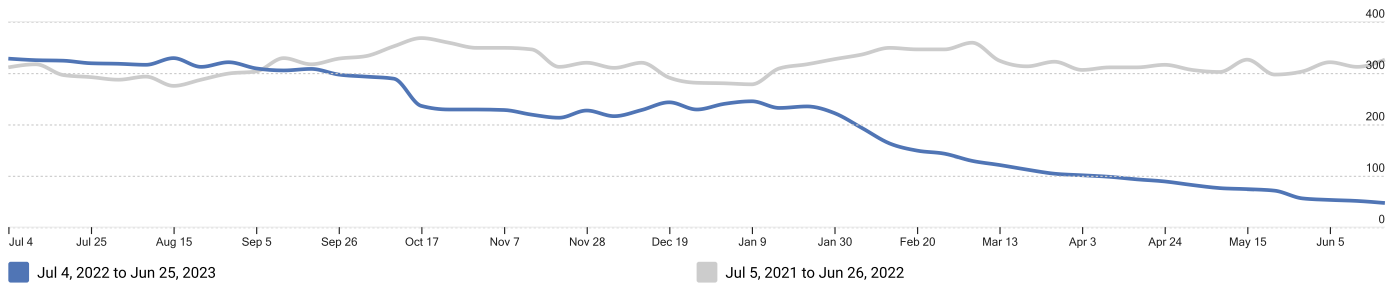
Program	Awards
American River College	
Business Administration and Management, General	294
California State University-Sacramento	
Business Administration and Management, General	1,188
Cosumnes River College	
Business Administration and Management, General	224
Folsom Lake College	
Business Administration and Management, General	176
Lake Tahoe Community College	
Business Administration and Management, General	21
Sacramento City College	
Business Administration and Management, General	207
Sierra College	
Business Administration and Management, General	369
William Jessup University	
Business Administration and Management, General	139
Organizational Behavior Studies	5
Woodland Community College	
Business Administration and Management, General	49

 The number of graduates from postsecondary programs in the region identifies the pipeline of future workers as well as the training capacity to support industry demand.

 Among postsecondary programs at schools located in the Sacramento-Roseville-Folsom, CA MSA, the sampling above identifies those most linked to Human Resources Specialists. For a complete list see JobsEQ®, <http://www.chmuraecon.com/jobseq>

RTI (Job Postings)

Active Job Ads by Date



 Online job ads are a timely indicator of local demand. Occupation assignments shown below are made by Chmura based upon analysis of job titles and job descriptions. Top employers and listed job requirements are shown on the following pages.

Occupations

SOC	Occupation	Active Job Ads
13-1071.00	Human Resources Specialists	1,544

Locations

Location	Active Job Ads	
Sacramento, California	366	
University of California Davis	91	
Sacramento County, California	62	
Roseville, California	45	
West Sacramento, California	31	
Folsom, California	30	
Davis, California	29	
Sacramento, CA 95825	27	
Rancho Cordova, California	24	
Roseville, CA 95661	21	

Employers

Employer Name	Active Job Ads	
University of California, Davis	57	
Davis, California	55	
Express Employment Professionals	36	
Sacramento, California	36	
Adventist Health	24	
Robert Half	21	
Ultimate Staffing	18	
PRIDE Industries	17	
Sutter Health	17	
AutoNation	15	

Hard Skills

Skill Name	Active Job Ads	
Microsoft Excel	413	
Microsoft Office	363	
Recruiting	335	
Oracle HRIS	248	
Microsoft Outlook	218	
Microsoft PowerPoint	192	
Microsoft Word	180	
Word Processing	101	
Teaching/Training, Job	98	
The Family and Medical Leave Act (FMLA)	79	

Job Titles

Job Title	Active Job Ads	
Recruiter	47	
PERSONNEL SPECIALIST	45	
Human Resources Assistant	41	
Human Resources Generalist	34	
HR Generalist	32	
Human Resources Coordinator	25	
Staffing Coordinator	18	
Human Resources Specialist	17	
Recruiting Coordinator	17	
Vehicle Acquisition Specialist	17	

Education Levels

Minimum Education Level	Active Job Ads	
Bachelor's degree	504	
High school diploma or equivalent	280	
Associate's degree	101	
Master's degree	13	
Doctoral or professional degree	5	
Unspecified/other	641	

Programs

Program Name	Active Job Ads	
Human Resources	190	
Business	91	
Business Administration	78	
Human Resources Management	37	
Public Administration	34	
Psychology	30	
Marketing	17	
Social Science	16	
Communications	12	
Finance	10	

Top Skill and Certification Gaps

Top 10 Skill Gaps in Sacramento-Roseville-Folsom, CA MSA

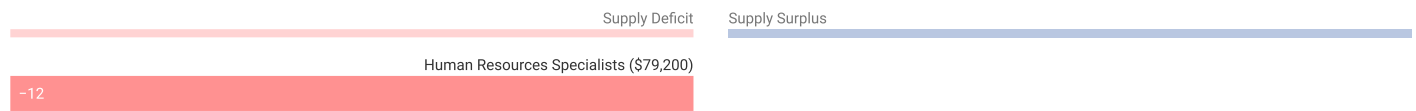
Name	Candidates	Openings	Gap
Microsoft Office	124	146	-21
Mathematics	4	12	-8
Calculators	2	10	-8
Word Processing	17	24	-7
Keyboarding/Typing	9	14	-5
Spreadsheet Programs	0	5	-5
People Skills	0	5	-5
Google Suite	0	5	-5
Talent Management	12	16	-4
Payroll Software	1	4	-4

Top 10 Certification Gaps in Sacramento-Roseville-Folsom, CA MSA

Name	Candidates	Openings	Gap
Society for Human Resource Management Certified Professional (SHRM-CP)	9	13	-4
Global Professional in Human Resources (GPHR)	0	2	-2
Associate Certified Coach (ACC)	0	1	-1
Certified Payroll Professional (CPP)	0	1	-1
Project Management Professional (PMP)	0	1	-1
Certified Nursing Assistant (CNA)	0	1	0
Secret Clearance	2	2	0
First Aid Certification	1	1	0
Certification in Cardiopulmonary Resuscitation (CPR)	2	1	0
Certified Professional - Human Resource (IPMA-CP, IPMA-CS, IPMA-HR)	3	1	3

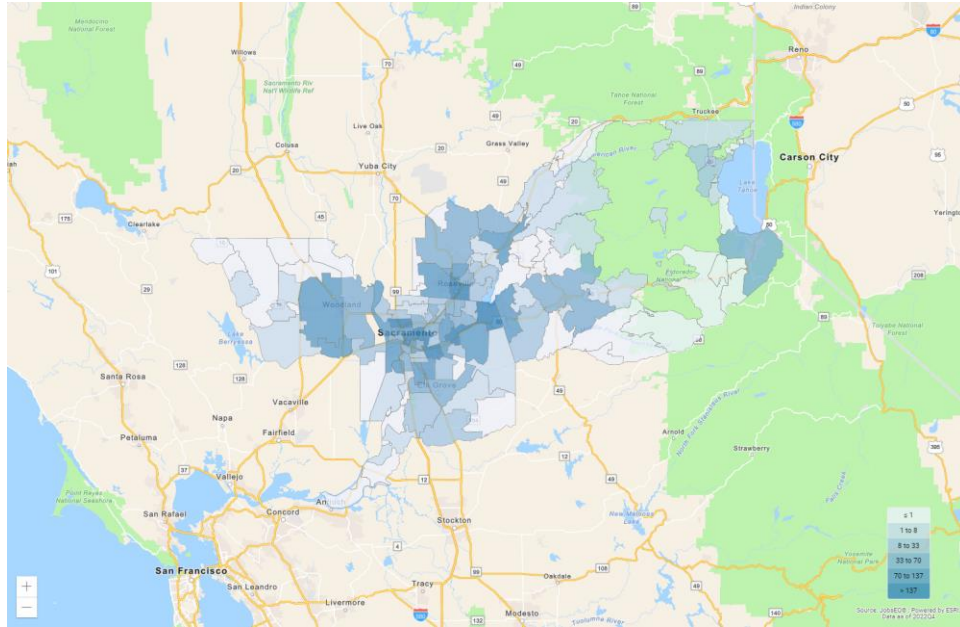
 Skill and certifications gaps can help inform employee development programs, as well as provide a comparison of the needs of regional employers to the supply.

Occupation Gaps



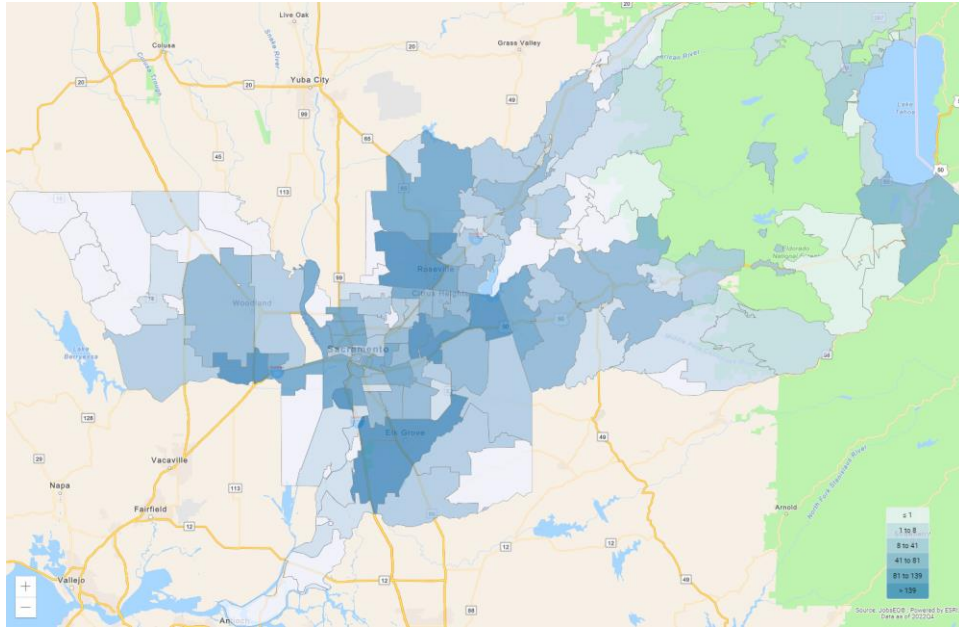
- 💡 The above are the potential average annual gaps over 10 years. Many variables go into this analysis, but at its core it is based on a forecast comparing occupation demand growth to the local population growth and the projected educational attainment of those residents. When an area, for example, has an occupation expected to grow quickly but the educational requirement for the occupation does not match well with the educational attainment of its residents, there is a high potential for an occupation shortfall in the region. Alternatively, slow-growing or contracting occupations often represent potential supply surpluses.
- 💡 The potential supply shortfall is an underlying force that the market needs to resolve one way or another, such as by employers recruiting from further distances for these occupations, wages going up to attract more candidates, and/or increased demand and wages enticing more local residents to get training for these occupations. While this an important analysis for determining local occupation needs, the occupation gap should be considered along with other regional data including growth and separation forecasts, unemployment rates, wage trends, and award and skill gap analyses.

Geographic Distribution



Top ZCTAs by Place of Work for Human Resources Specialists, 2022Q4

Region	Employment
ZCTA 95814	564
ZCTA 95670	292
ZCTA 95630	270
ZCTA 95661	220
ZCTA 95825	217
ZCTA 95815	203
ZCTA 95678	170
ZCTA 95826	161
ZCTA 95811	154
ZCTA 95834	138



Top ZCTAs by Place of Residence for Human Resources Specialists, 2022Q4

Region	Employment
ZCTA 95630	253
ZCTA 95747	234
ZCTA 95616	174
ZCTA 95758	172
ZCTA 95831	158
ZCTA 95757	151
ZCTA 95624	149
ZCTA 95670	143
ZCTA 95608	142
ZCTA 95765	139

💡 “Place of work” employment is based upon the location of employers for these workers. “Place of residence” data refers to the home locations of the workforce, which is typically the preferred data set to use when calculating labor availability within a drive-time or radius of a potential worksite.

Sacramento-Roseville-Folsom, CA MSA Regional Map



Data Notes

- Occupation employment by default indicates employment by place of work. Occupation employment is as of 2022Q4 and is based on industry employment and local staffing patterns calculated by Chmura and utilizing BLS OEWS data. Employment forecasts are modeled by Chmura and are consistent with BLS national-level 10-year forecasts. Wages by occupation are as of 2022Q4, utilizing BLS OEWS data, imputed and brought forward by Chmura. Entry-level and experienced wages are derived from these source data, computed by Chmura.
- Industry employment is as of 2022Q4 and is based upon BLS QCEW data, imputed by Chmura where necessary, and supplemented by additional sources including Census ZBP data.
- Education and training requirements are from the BLS. Educational attainment mix and other occupation demographics data are modeled by Chmura for 2022Q4 using regional occupation employment from JobsEQ, ZCTA-level demographics data from the Census Bureau, and national occupation-demographics patterns from the BLS.
- Postsecondary awards are per the NCES and are for the 2020-2021 academic year. Any programs shown are linked with the occupation(s) being analyzed via the program-occupation crosswalk, which may not be comprehensive. Any programs shown reflect only data reported to the NCES; reporting is required of all Title IV schools. Training providers that do not report data to the NCES are not reflected.
- Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced wholly by Chmura and gleaned from over 40,000 websites. Data reflect ads active during the last twelve month period ending 06/29/2023 and advertised for any Zip Code Tabulation Area in or intersecting with the region for which this report was produced. Historical ad volume is revised as additional data are made available and processed. Since many extraneous factors can affect short-term volume of online job postings, time-series data can be volatile and should be used with caution. All ad counts represent deduplicated figures.
- For skill and certification gaps, openings and candidates are based upon regional occupation demand (growth plus separations) and the percent of skill demand and supply. Skill demand mix data are per a one-year sample of RTI data; skill supply data are estimated using a five-year sample of resumes data; both data sets compiled as of August 2021. Data may be based, at least in part, on data from broader geographies; see the Skill Gaps analytic export for more details.
- Occupation gaps are modeled by Chmura, indicating long-term potential supply and demand mismatches in a region due, in part, to job demand and labor pool dynamics, including educational attainment and projected growth.
- Occupation employment by place of residence is as of 2022Q4 and modeled by Chmura based upon occupation employment by place of work and commuting patterns. Commuting patterns are derived from source data from the Census Bureau, occupation-specific commuting tendencies, and updated to reflect more recent population and employment estimates.
- Figures may not sum due to rounding.

Region Definition

Sacramento-Roseville-Folsom, CA MSA is defined as the following counties:

El Dorado County, California

Placer County, California

Sacramento County, California

Yolo County, California

FAQ

What is (LQ) location quotient?

Location quotient is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

What is annual demand?

Annual demand is a of the sum of the annual projected growth demand and separation demand. Separation demand is the number of jobs required due to separations—labor force exits (including retirements) and turnover resulting from workers moving from one occupation into another. Note that separation demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. Growth demand is the increase or decrease of jobs expected due to expansion or contraction of the overall number of jobs.