



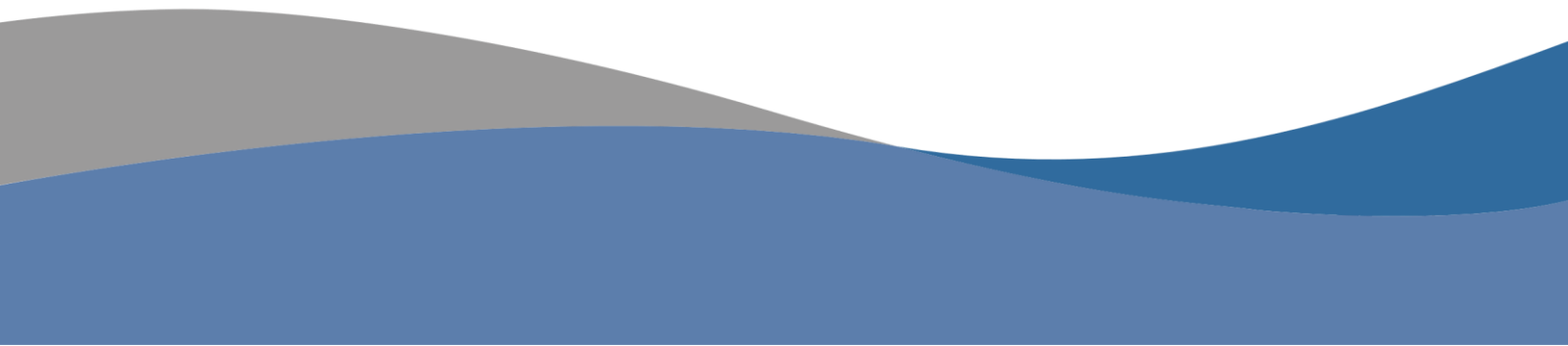
# Occupation Report

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## Human Resources Workers

Sacramento-Roseville-Folsom, CA MSA

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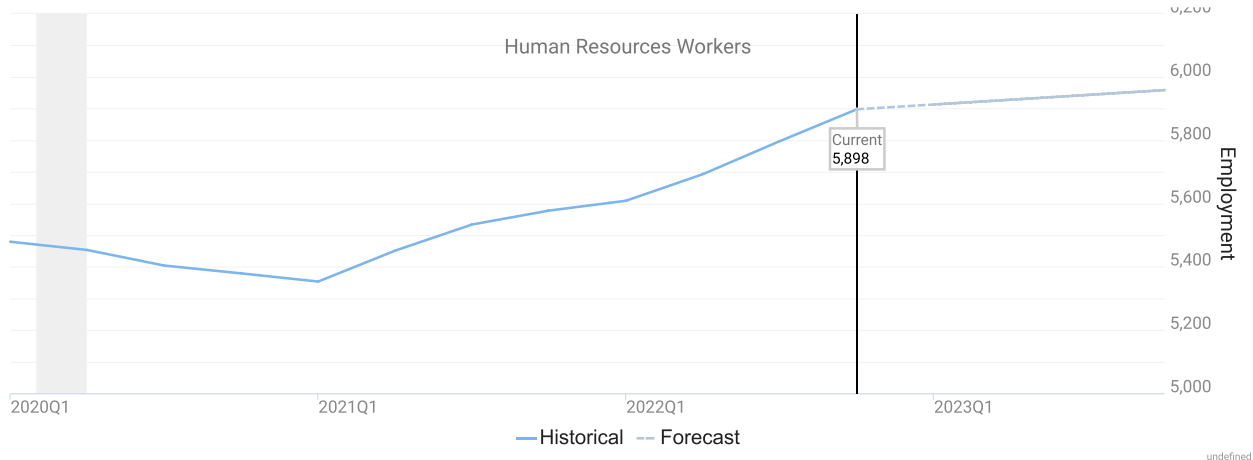
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# Occupation Snapshot



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%
Labor Relations Specialists	693	\$87,400	1.49	48	67	0.2%
Farm Labor Contractors	7	\$53,000	1.52	-3	1	2.6%
<b>Human Resources Workers</b>	<b>5,898</b>	<b>\$80,100</b>	<b>0.96</b>	<b>515</b>	<b>635</b>	<b>1.0%</b>



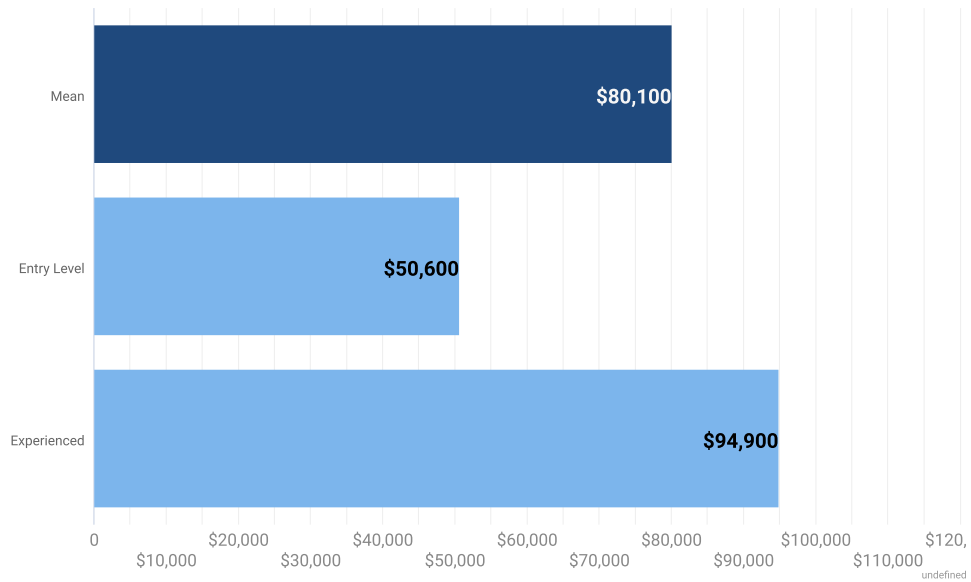
- 💡 “Annual Demand” is the projected need for new entrants into an occupation. New entrants are needed due to expected growth and to replace workers who left the occupation due to factors such as retirement or switching careers.
- 💡 “Forecast Ann Growth” is the expected change in jobs due to national, 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	14.3%	843	833	96	929
Business, Professional, Labor, Political, and Similar Organizations	10.4%	611	583	17	600
Executive, Legislative, and Other General Government Support	4.9%	288	268	-3	265
Management of Companies and Enterprises	4.9%	287	279	24	303
Management, Scientific, and Technical Consulting Services	3.1%	184	196	52	248
Administration of Human Resource Programs	2.8%	166	154	-3	151
Individual and Family Services	2.8%	164	175	49	224
Justice, Public Order, and Safety Activities	2.8%	164	154	1	154
Administration of Environmental Quality Programs	2.5%	147	137	-4	133
Office Administrative Services	2.3%	135	157	72	229
Administration of Economic Programs	2.3%	134	124	-4	120
General Medical and Surgical Hospitals	2.2%	130	125	8	133
Colleges, Universities, and Professional Schools	2.2%	129	127	13	140
Computer Systems Design and Related Services	2.1%	127	129	24	153
Accounting, Tax Preparation, Bookkeeping, and Payroll Services	1.8%	109	130	66	196
Outpatient Care Centers	1.5%	90	92	17	109
Elementary and Secondary Schools	1.4%	84	81	6	87
Insurance Carriers	1.2%	74	72	6	78
Architectural, Engineering, and Related Services	1.2%	72	69	2	71
Agencies, Brokerages, and Other Insurance Related Activities	1.0%	61	60	7	67
All Others	32.2%	1,900	1,866	190	2,057

-  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

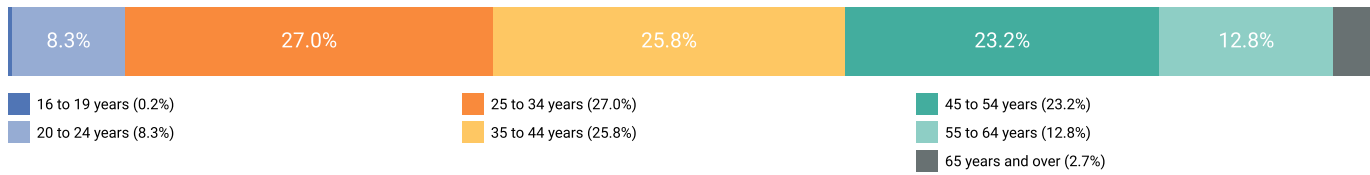


Occupation	Mean	Median	Entry Level	Experienced
Labor Relations Specialists	\$87,400	\$85,000	\$48,700	\$106,700
Human Resources Specialists	\$79,200	\$73,800	\$50,800	\$93,400
Farm Labor Contractors	\$53,000	\$44,900	\$33,900	\$62,600

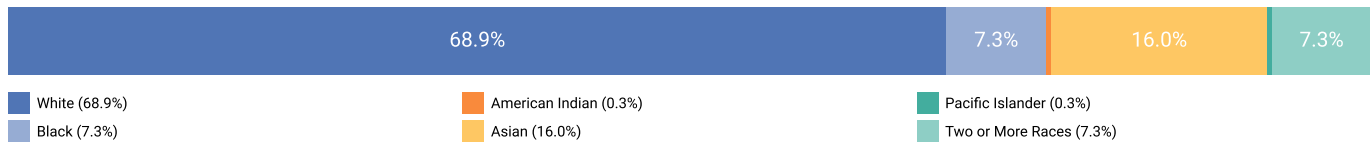
- 💡 Occupation wages here utilize BLS OEWS data, imputed and brought forward by Chmura.
- 💡 When this report is run for an occupation group, the table above displays up to the top ten detailed occupations which have the highest average wages within the occupation group.

# Occupation Demographics

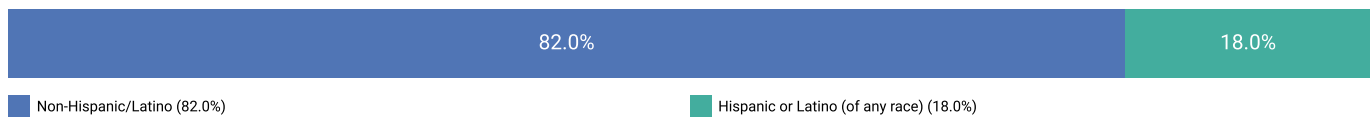
## Age



## Race



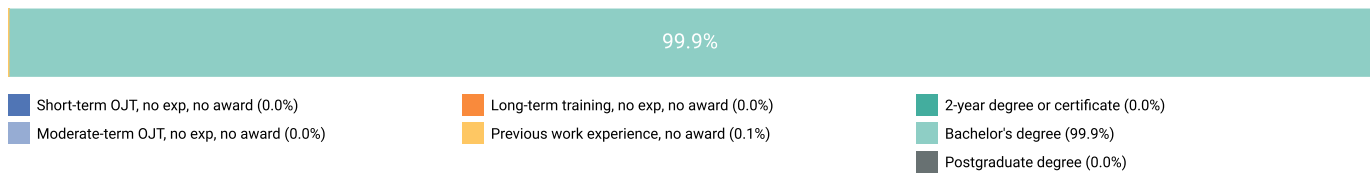
## Ethnicity



## Gender

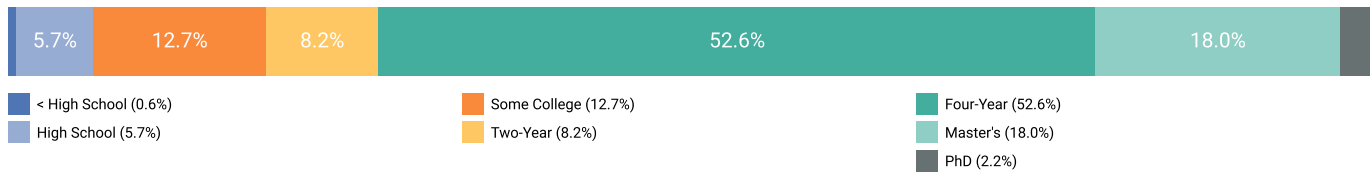


## Education and Training Requirements



# 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
Labor Relations Specialists	Bachelor's degree	Less than 5 years	None
Farm Labor Contractors	None	Less than 5 years	Short-term on-the-job training

 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 Workers

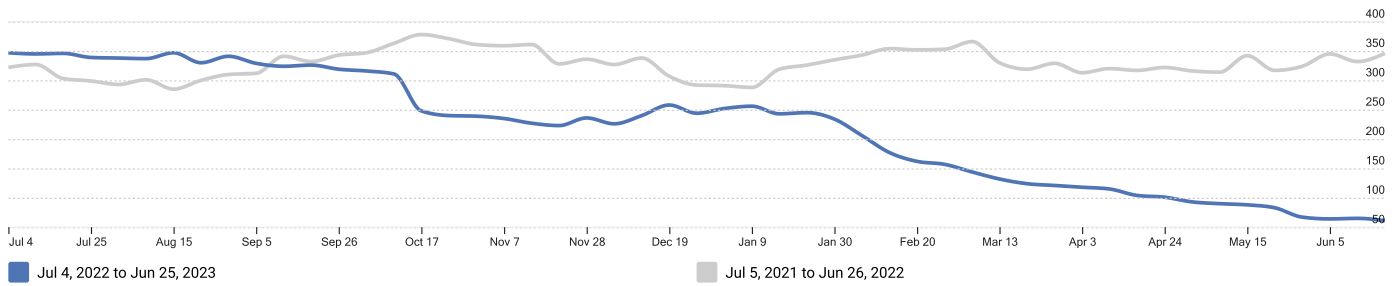
Program	Awards
<b>American River College</b>	
Business Administration and Management, General	294
<b>California State University-Sacramento</b>	
Business Administration and Management, General	1,188
<b>Cosumnes River College</b>	
Business Administration and Management, General	224
<b>Folsom Lake College</b>	
Business Administration and Management, General	176
<b>Lake Tahoe Community College</b>	
Business Administration and Management, General	21
<b>Sacramento City College</b>	
Business Administration and Management, General	207
<b>Sierra College</b>	
Business Administration and Management, General	369
<b>William Jessup University</b>	
Business Administration and Management, General	139
Organizational Behavior Studies	5
<b>Woodland Community College</b>	
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 Workers. 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
13- 1075.00	Labor Relations Specialists	106
13- 1074.00	Farm Labor Contractors	4

### Locations

Location	Active Job Ads	
Sacramento, California	387	
University of California Davis	110	
Sacramento County, California	77	
Roseville, California	46	
West Sacramento, California	35	
Folsom, California	30	
Davis, California	29	
Rancho Cordova, California	29	
Sacramento, CA 95825	27	
Roseville, CA 95661	21	

### Employers

Employer Name	Active Job Ads	
University of California, Davis	58	
Davis, California	57	
Sacramento, California	56	
Express Employment Professionals	36	
Adventist Health	24	
Robert Half	21	
LHH	19	
Ultimate Staffing	19	
Sutter Health	18	
PRIDE Industries	17	

### Hard Skills

Skill Name	Active Job Ads	
Microsoft Excel	430	
Microsoft Office	387	
Recruiting	335	
Oracle HRIS	250	
Microsoft Outlook	241	
Microsoft PowerPoint	202	
Microsoft Word	184	
Teaching/Training, Job	109	
Word Processing	104	
Performance Management	91	

### 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	
Labor Relations Specialist	18	
Staffing Coordinator	18	
Human Resources Specialist	17	
Recruiting Coordinator	17	

### Education Levels

Minimum Education Level	Active Job Ads	
Bachelor's degree	549	
High school diploma or equivalent	284	
Associate's degree	103	
Master's degree	18	
Doctoral or professional degree	9	
Unspecified/other	691	

### Programs

Program Name	Active Job Ads	
Human Resources	203	
Business	94	
Business Administration	88	
Human Resources Management	40	
Public Administration	38	
Psychology	33	
Marketing	18	
Social Science	16	
Communications	14	
Finance	11	

# Top Skill and Certification Gaps

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

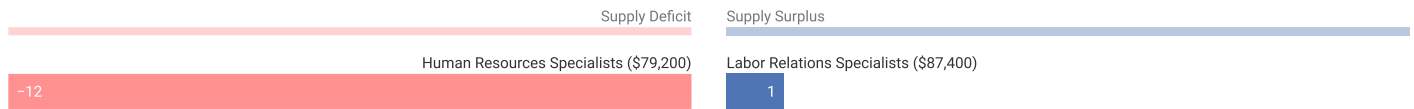
Name	Candidates	Openings	Gap
Microsoft Office	124	155	-31
Mathematics	4	12	-8
Calculators	2	10	-8
Word Processing	17	24	-7
Keyboarding/Typing	9	14	-5
Spreadsheet Programs	0	5	-5
People Skills	0	5	-5
Google Suite	0	5	-5
Payroll Software	1	4	-4
Kronos	7	11	-4



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

Name	Candidates	Openings	Gap
Society for Human Resource Management Certified Professional (SHRM-CP)	9	19	-10
Global Professional in Human Resources (GPHR)	0	2	-2
Secret Clearance	2	4	-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
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

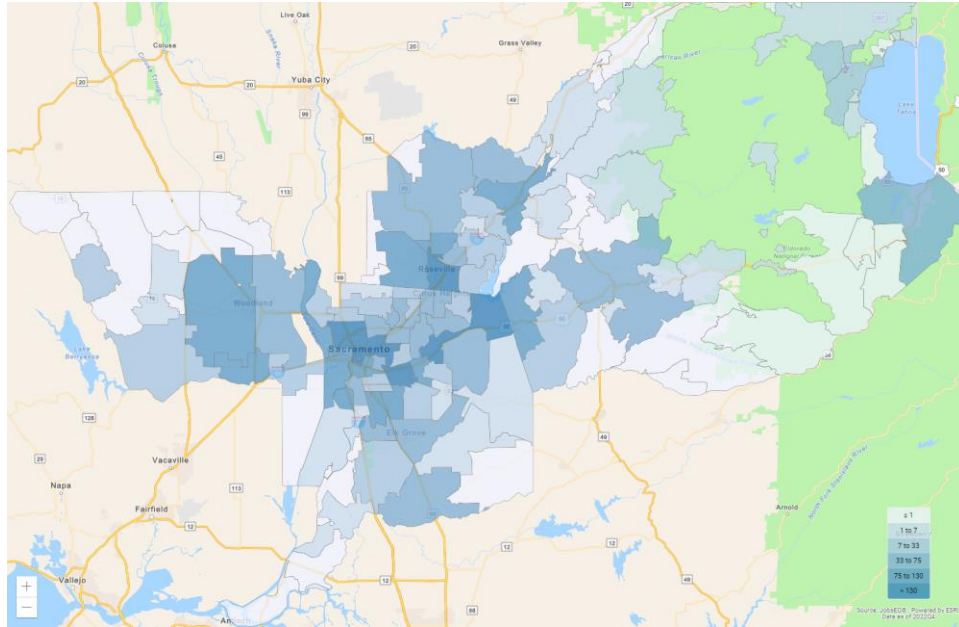
 Skill and certifications gaps can help inform employee development programs, as well as provide a comparison of the needs of regional employers to the supply.

# Occupation Gaps



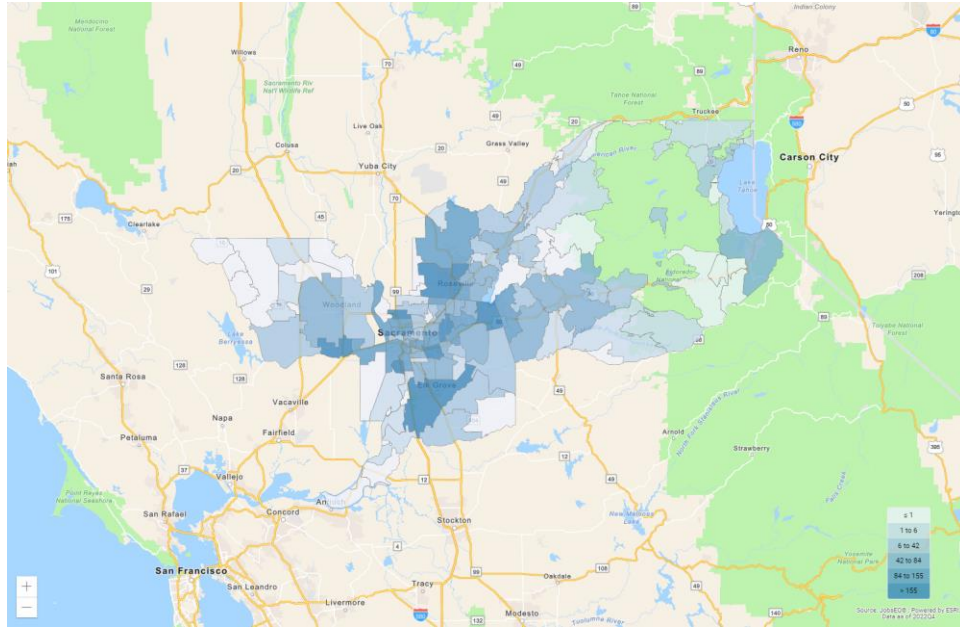
-  The above are the potential average annual gaps over 10 years. Many variables go into this analysis, but at its core it is based on a forecast comparing occupation demand growth to the local population growth and the projected educational attainment of those residents. When an area, for example, has 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 Workers, 2022Q4**

Region	Employment
ZCTA 95814	739
ZCTA 95670	309
ZCTA 95630	276
ZCTA 95661	238
ZCTA 95825	231
ZCTA 95815	221
ZCTA 95811	217
ZCTA 95834	215
ZCTA 95678	176
ZCTA 95826	170



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

Region	Employment
ZCTA 95630	288
ZCTA 95747	272
ZCTA 95831	203
ZCTA 95616	201
ZCTA 95758	200
ZCTA 95757	184
ZCTA 95835	175
ZCTA 95624	167
ZCTA 95765	158
ZCTA 95608	158

💡 “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

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Placer County, California

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Sacramento County, California

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Yolo County, California

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# 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.