

Human Resources Specialists in 3 Texas Counties

Human Resources Specialists (SOC 13-1071):

Recruit, screen, interview, or place individuals within an organization. May perform other activities in multiple human resources areas. Excludes Compensation, Benefits, and Job Analysis Specialists (13-1141) and Training and Development Specialists (13-1151).

Sample of Reported Job Titles:

Staffing Coordinator

Corporate Recruiter

Talent Acquisition Specialist

Recruiter

Human Resources Specialist (HR Specialist)

HR Generalist (Human Resources Generalist)

HR Consultant (Human Resources Consultant)

HR Analyst (Human Resources Analyst)

Technical Recruiter

Personnel Officer

Related O*NET Occupation:

Human Resources Specialists (13-1071.00)

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What is Emsi Data?

Emsi data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Emsi data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.



Report Parameters

1 Occupation

13-1071 Human Resources Specialists

3 Counties

48215 Hidalgo County, TX

48489 Willacy County, TX

48427 Starr County, TX

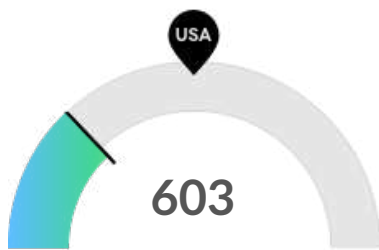
Class of Worker

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

The information in this report pertains to the chosen occupation and geographical areas.

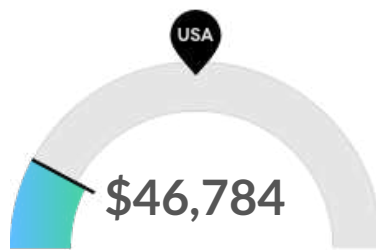
Executive Summary

Light Job Posting Demand Over a Thin Supply of Regional Jobs



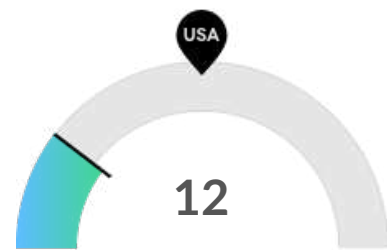
Jobs (2020)

Your area is not a hotspot for this kind of job. The national average for an area this size is 1,395* employees, while there are 603 here.



Compensation

Earnings are low in your area. The national median salary for Human Resources Specialists is \$61,961, compared to \$46,784 here.



Job Posting Demand

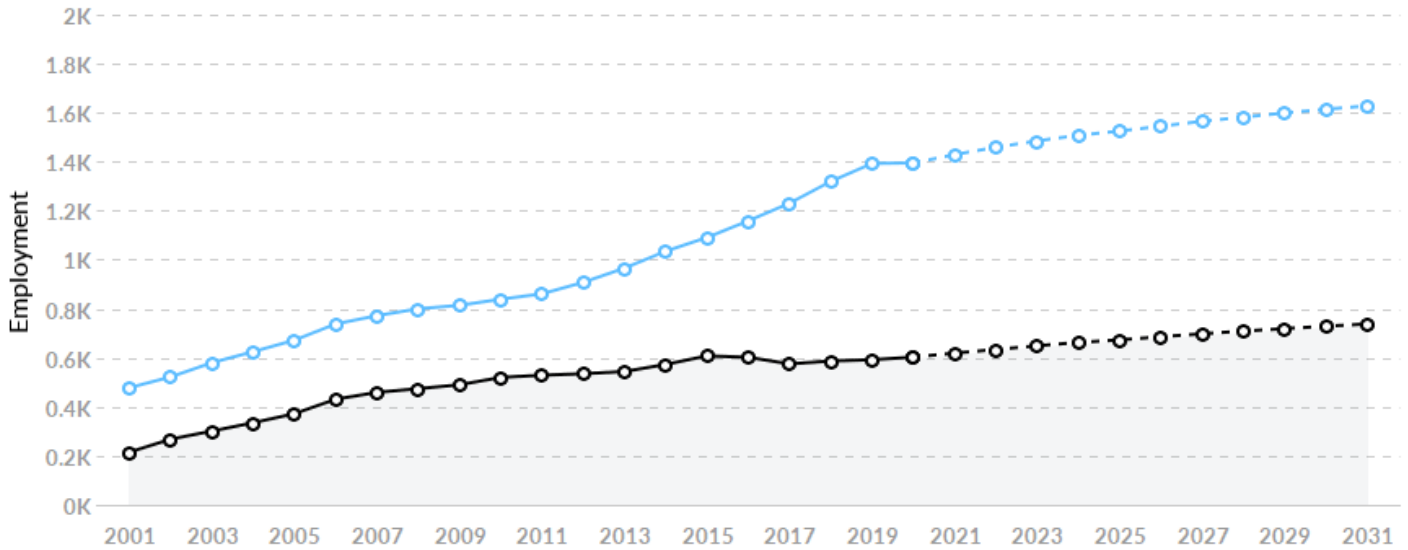
Job posting activity is low in your area. The national average for an area this size is 35* job postings/mo, while there are 12 here.

*National average values are derived by taking the national value for Human Resources Specialists and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Jobs

Regional Employment Is Lower Than the National Average

An average area of this size typically has 1,395* jobs, while there are 603 here. This lower than average supply of jobs may make it more difficult for workers in this field to find employment in your area.



Region	2020 Jobs	2030 Jobs	Change	% Change
● 3 Texas Counties	603	729	126	21.0%
● National Average	1,395	1,614	219	15.7%

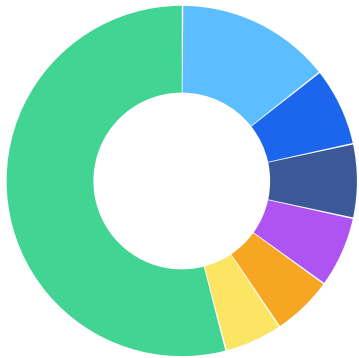
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Regional Breakdown



County	2020 Jobs
Hidalgo County, TX	560
Starr County, TX	36
Willacy County, TX	<10

Most Jobs are Found in the Employment Services Industry Sector

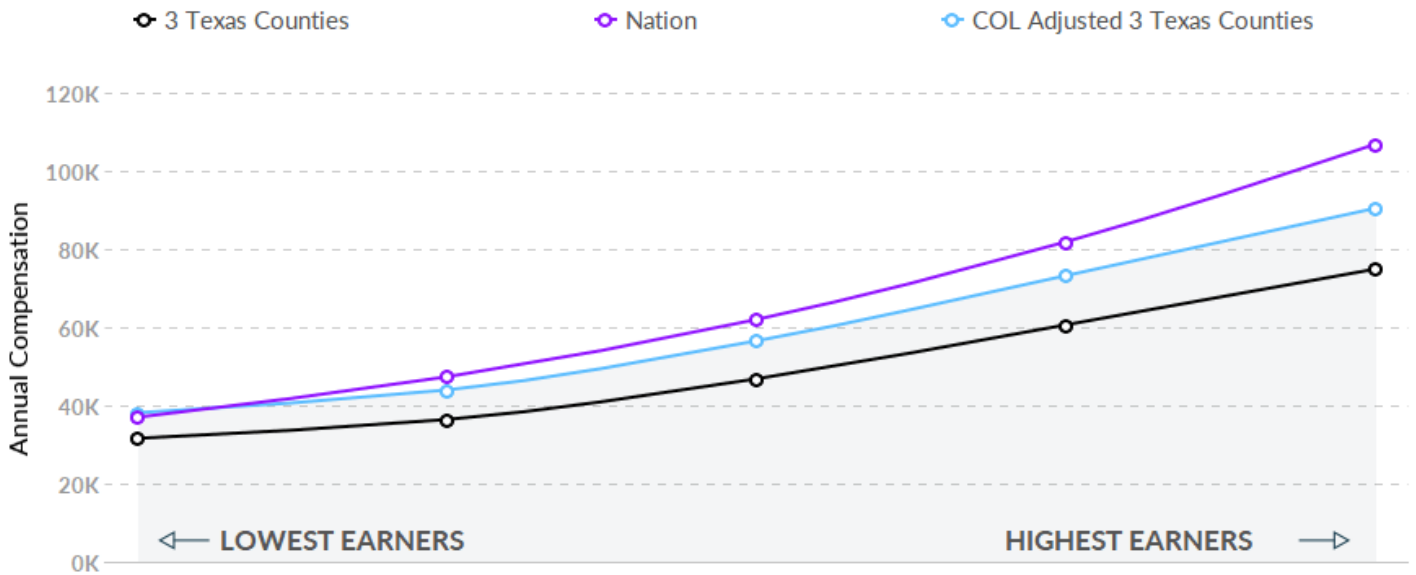


Industry	% of Occupation in Industry (2020)
Employment Services	14.3%
Home Health Care Services	7.2%
Federal Government, Civilian	6.8%
Education and Hospitals (Local Government)	6.5%
Federal Government, Military	5.6%
Local Government, Excluding Education and Hospitals	5.3%
Other	54.1%

Compensation

Regional Compensation Is 24% Lower Than National Compensation

For Human Resources Specialists, the 2019 median wage in your area is \$46,784, while the national median wage is \$61,961.



Job Posting Activity



167 Unique Job Postings

The number of unique postings for this job from Jan 2020 to Feb 2021.



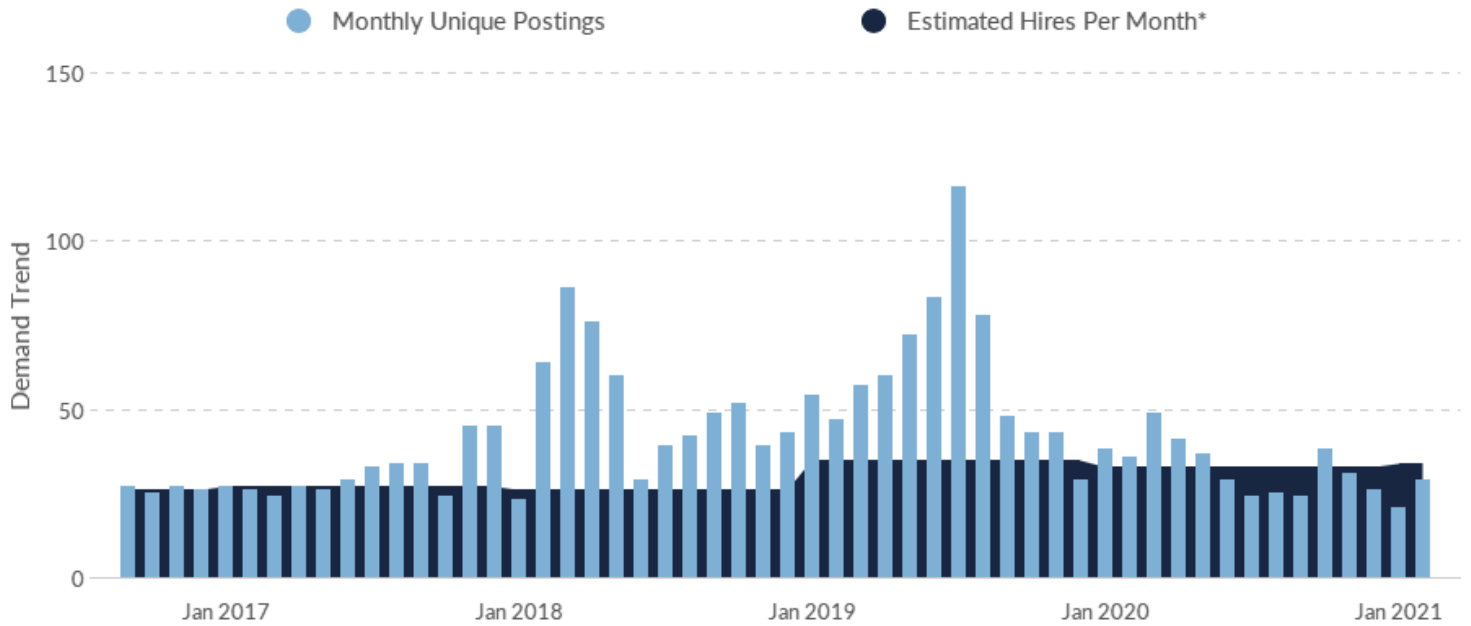
78 Employers Competing

All employers in the region who posted for this job from Jan 2020 to Feb 2021.













27 Day Median Duration

Posting duration is 9 days shorter than what's typical in the region.



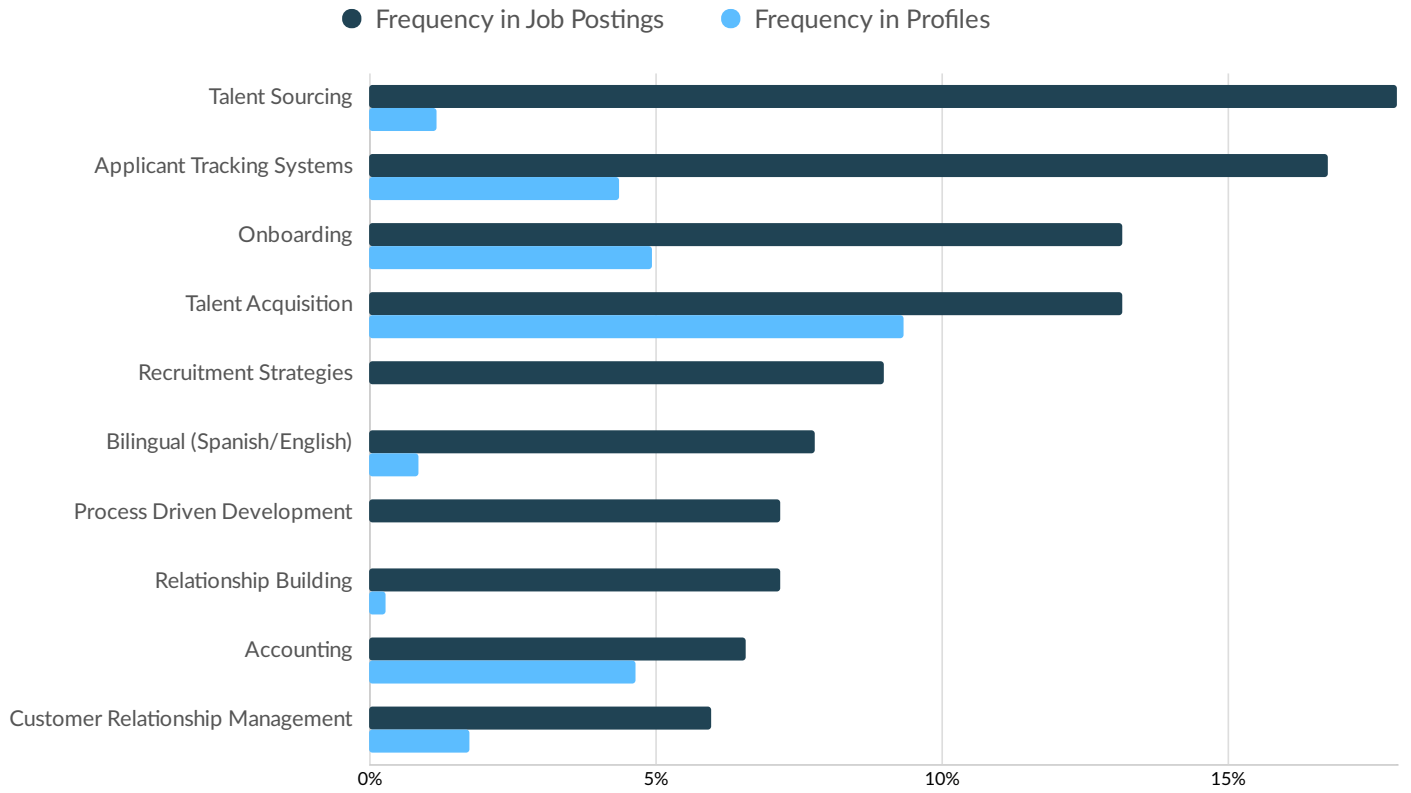
Occupation	Avg Monthly Postings (Jan 2020 - Feb 2021)	Avg Monthly Hires (Jan 2020 - Feb 2021)
Human Resources Specialists	32	33

*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Emsi hires are calculated using a combination of Emsi jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Top Companies	Unique Postings
Randstad N.V.	16 
Penske Automotive Group, Inc.	8 
Regency Integrated Health Serv...	5 
South Texas College	5 
Aveanna Healthcare	4 
Spherion	4 
Trueblue, Inc.	4 
Computer Task Group, Incorpora...	3 
Growing People and Companies	3 
Idea Public Schools	3 

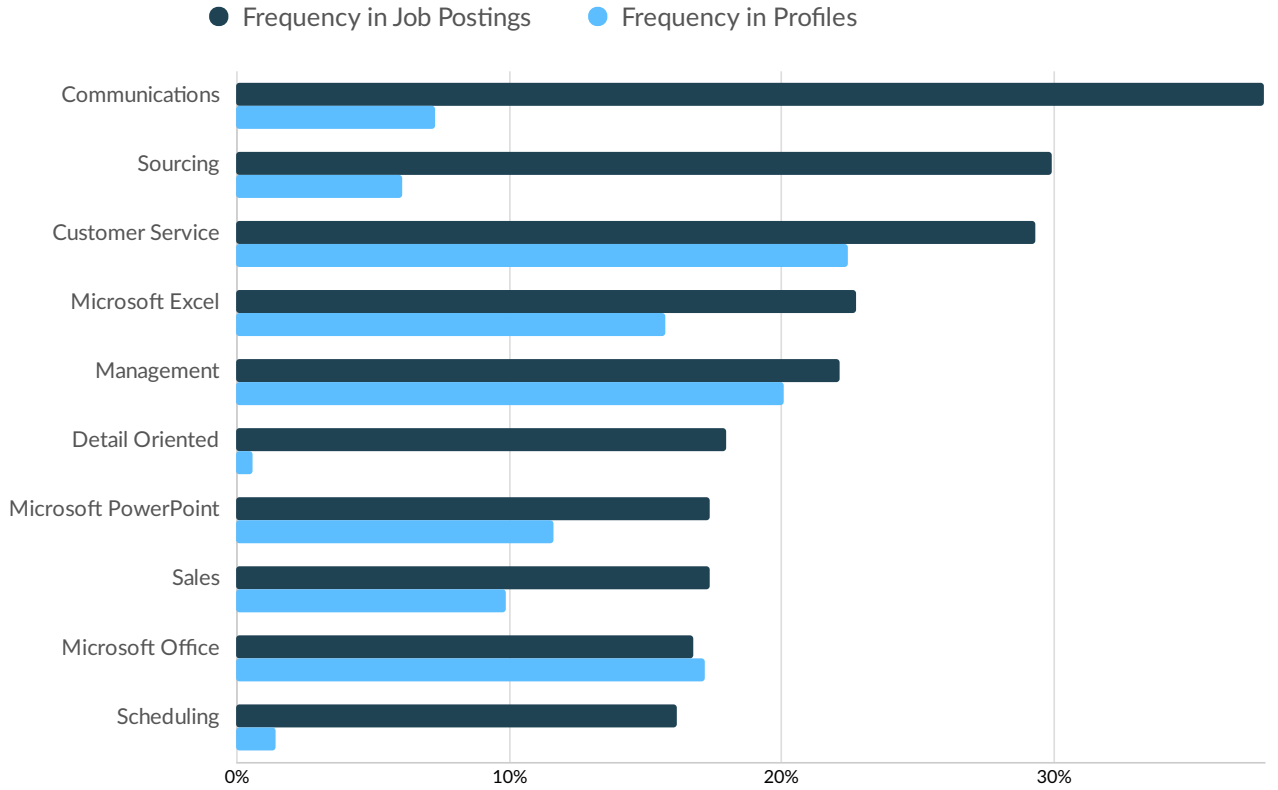
Top Job Titles	Unique Postings
Recruiters	11 
Human Resources Coordinators	8 
Human Resources Specialists	6 
Recruiting Specialists	6 
Staffing Specialists	6 
Virtual Recruiters	5 
Equal Employment Opportunity ...	4 
Human Resources Staffing Spec...	4 
Talent Acquisition Specialists	4 
Associate Dentists	3 

Top Hard Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Talent Sourcing	30	18%	4	1%
Applicant Tracking Systems	28	17%	15	4%
Onboarding	22	13%	17	5%
Talent Acquisition	22	13%	32	9%
Recruitment Strategies	15	9%	0	0%
Bilingual (Spanish/English)	13	8%	3	1%
Process Driven Development	12	7%	0	0%
Relationship Building	12	7%	1	0%
Accounting	11	7%	16	5%
Customer Relationship Management	10	6%	6	2%

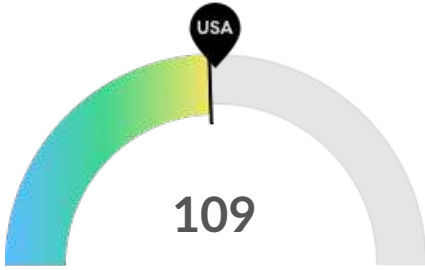
Top Common Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Communications	63	38%	25	7%
Sourcing	50	30%	21	6%
Customer Service	49	29%	77	22%
Microsoft Excel	38	23%	54	16%
Management	37	22%	69	20%
Detail Oriented	30	18%	2	1%
Microsoft PowerPoint	29	17%	40	12%
Sales	29	17%	34	10%
Microsoft Office	28	17%	59	17%
Scheduling	27	16%	5	1%

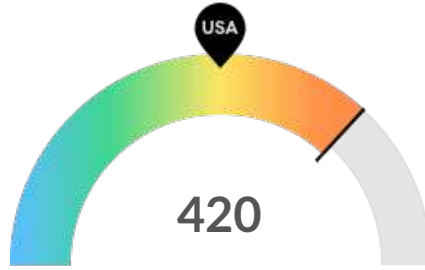
Demographics

Retirement Risk Is About Average, While Overall Diversity Is High



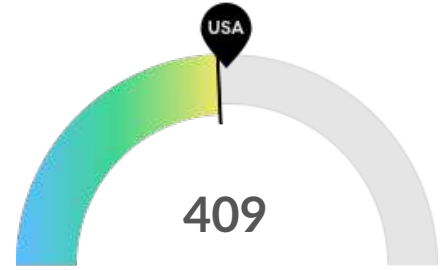
Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 112* employees 55 or older, while there are 109 here.



Racial Diversity

Racial diversity is high in your area. The national average for an area this size is 218* racially diverse employees, while there are 420 here.

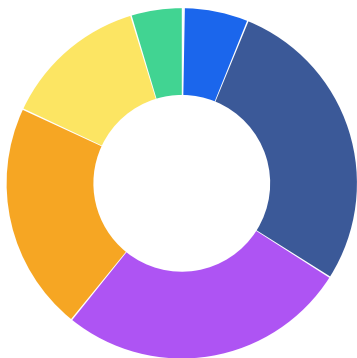


Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 426* female employees, while there are 409 here.

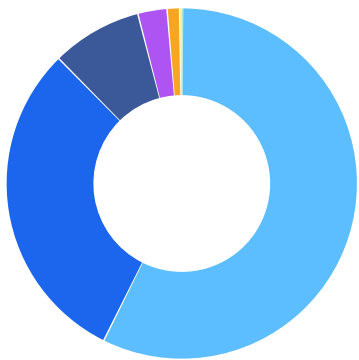
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Occupation Age Breakdown



	% of Jobs	Jobs
14-18	0.1%	1
19-24	5.9%	36
25-34	27.8%	168
35-44	26.8%	162
45-54	21.1%	127
55-64	13.4%	81
65+	4.8%	29

Occupation Race/Ethnicity Breakdown



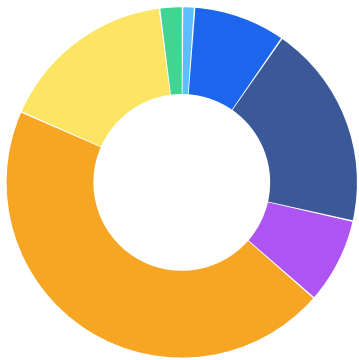
	% of Jobs	Jobs
Hispanic or Latino	57.3%	345
White	30.3%	182
Black or African American	8.3%	50
Asian	2.7%	16
Two or More Races	1.1%	7
American Indian or Alaska Native	0.2%	1
Native Hawaiian or Other Pacific Islander	0.1%	0

Occupation Gender Breakdown



	% of Jobs	Jobs
Males	32.2%	194
Females	67.8%	409

National Educational Attainment



	% of Jobs
● Less than high school diploma	1.1%
● High school diploma or equivalent	8.5%
● Some college, no degree	18.9%
● Associate's degree	7.9%
● Bachelor's degree	45.2%
● Master's degree	16.4%
● Doctoral or professional degree	2.1%

Occupational Programs



1 Program

Of the programs that can train for this job, 1 has produced completions in the last 5 years.



33 Completions (2019)

The completions from all regional institutions for all degree types.



62 Openings (2019)

The average number of openings for an occupation in the region is 51.

CIP Code	Top Programs	Completions (2019)
52.1001	Human Resources Management/Personnel Administration, ...	33 <div style="width: 65%;"></div>

Top Schools	Completions (2019)
South Texas College	33 <div style="width: 65%;"></div>

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.

Staffing Patterns Data

The staffing pattern data in this report are compiled from several sources using a specialized process. For QCEW and Non-QCEW Employees classes of worker, sources include Occupational Employment Statistics, the National Industry-Occupation Employment Matrix, and the American Community Survey. For the Self-Employed and Extended Proprietors classes of worker, the primary source is the American Community Survey, with a small amount of information from Occupational Employment Statistics.

Cost of Living Data

Emsi's cost of living data is based on the Cost of Living Index published by the Council for Community and Economic Research (C2ER).

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.