

# Occupation Overview

Emsi Q2 2017 Data Set

June 2017

## Miami Dade College



300 NE 2nd Avenue  
Miami, Florida 33132  
305-237-7445

# Parameters

## Occupations

Code	Description
11-3121	Human Resources Managers

## Regions

Code	Description
12086	Miami-Dade County, FL

## Timeframe

2017 - 2027

## Datarun

2017.2 - QCEW Employees

# Human Resources Managers in Miami-Dade County, FL

Human Resources Managers (SOC 11-3121):

Plan, direct, or coordinate human resources activities and staff of an organization. Excludes managers who primarily focus on compensation and benefits (11-3111) and training and development (11-3131).

Sample of Reported Job Titles:

Human Resources Manager (HR Manager)

Employee Relations Manager

Employee Benefits Manager

Human Resources Vice President

Human Resources Director (HR Director)

Director of Human Resources

Personnel Manager

Labor Relations Manager

Employment Manager

Director of Placement

Related O\*NET Occupation:

Human Resources Managers (11-3121.00)

## Occupation Summary for Human Resources Managers

<p>603</p> <p>Jobs (2016)</p> <p>40% <b>below</b> National average</p>	<p>+12.6%</p> <p>% Change (2017-2027)</p> <p>Nation: +10.5%</p>	<p>\$52.92/hr</p> <p>Median Hourly Earnings</p> <p>Nation: \$50.21/hr</p>
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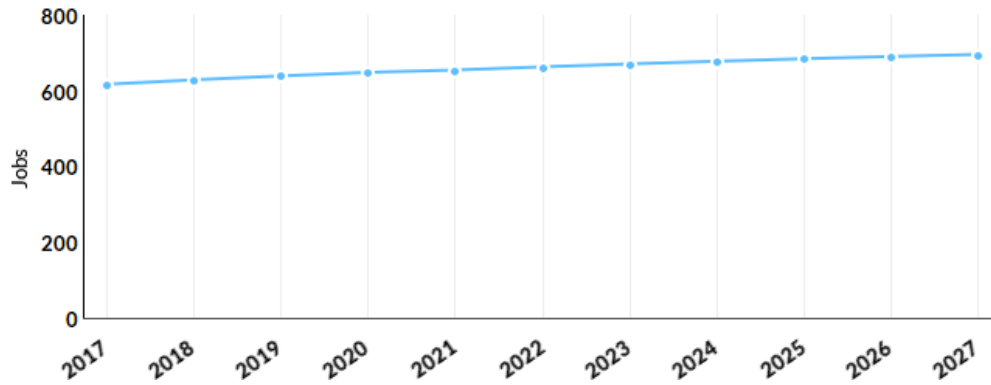
## Growth for Human Resources Managers (11-3121)

617  
2017 Jobs

695  
2027 Jobs

78  
Change (2017-2027)

12.6%  
% Change (2017-2027)

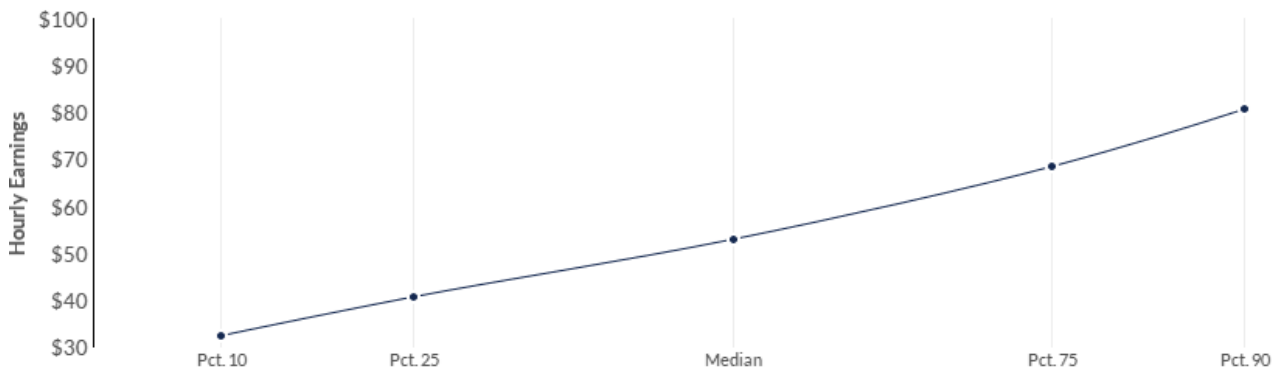


## Percentile Earnings for Human Resources Managers (11-3121)

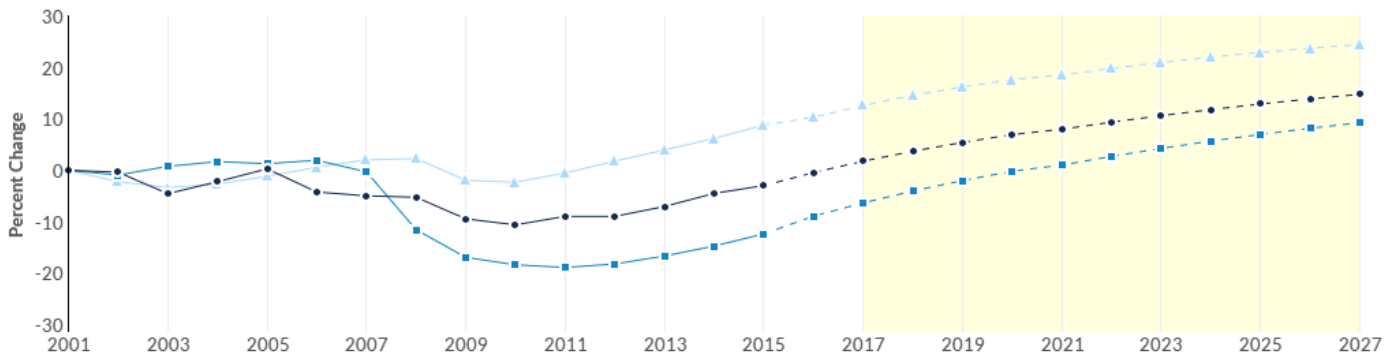
\$40.63/hr  
25th Percentile Earnings

\$52.92/hr  
Median Earnings

\$68.49/hr  
75th Percentile Earnings

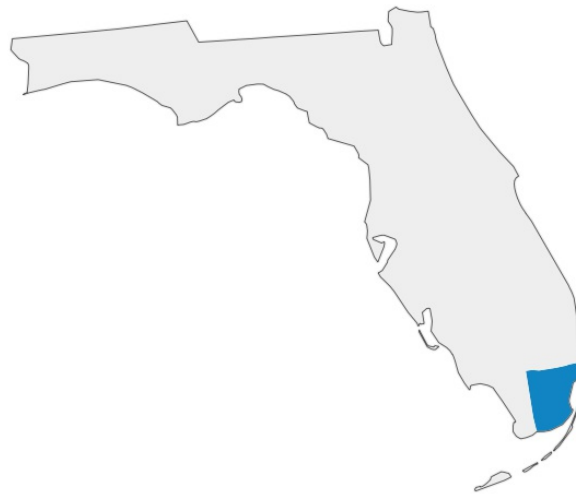


## Regional Trends



Region	2017 Jobs	2027 Jobs	Change	% Change
● Region	617	695	78	12.6%
■ State	4,777	5,572	795	16.6%
▲ Nation	131,690	145,543	13,853	10.5%

## Regional Breakdown



County	2027 Jobs
Miami-Dade County, FL	695

## Job Postings Summary

714

Unique Postings (Jan 2017 - May 2017)  
2,754 Total Postings

4 : 1

Posting Intensity (Jan 2017 - May 2017)



There were 2,754 total job postings for your selection from January 2017 to May 2017, of which 714 were unique. These numbers give us a Posting Intensity of 4-to-1, meaning that for every 4 postings there is 1 unique job posting.

This is lower than the Posting Intensity for all other occupations and companies in the region (6-to-1), indicating that they may not be trying as hard to hire for this position.

## Job Postings vs. Hires

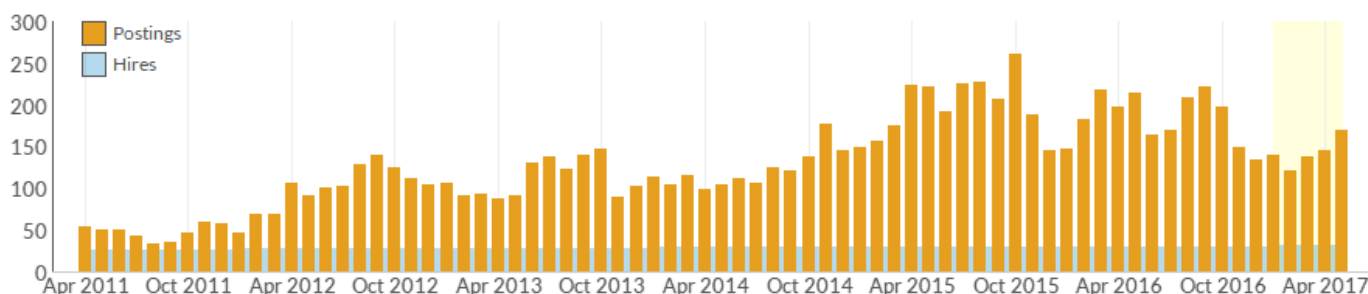
143

Avg. Monthly Postings (Jan 2017 - May 2017)

31

Avg. Monthly Hires (Jan 2017 - May 2017)

In an average month, there were 143 unique job postings for *Human Resources Managers*, and 31 actually hired. This means there was approximately 1 hire for every 5 unique job postings for *Human Resources Managers*.



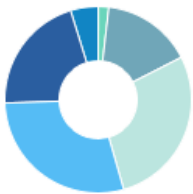
Occupation	Avg Monthly Postings (Jan 2017 - May 2017)	Avg Monthly Hires (Jan 2017 - May 2017)
Human Resources Managers	143	31

## Occupation Gender Breakdown



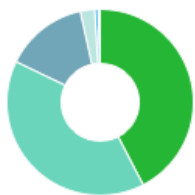
Gender	2016 Jobs	2016 Percent
Males	238	39.5%
Females	365	60.5%

## Occupation Age Breakdown



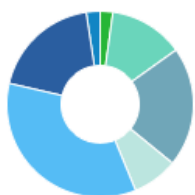
Age	2016 Jobs	2016 Percent
14-18	0	0.0%
19-24	11	1.8%
25-34	94	15.7%
35-44	169	28.1%
45-54	174	28.8%
55-64	125	20.8%
65+	29	4.8%

## Occupation Race/Ethnicity Breakdown



Race/Ethnicity	2016 Jobs	2016 Percent
White	256	42.4%
Hispanic or Latino	240	39.8%
Black or African American	87	14.4%
Asian	15	2.5%
Two or More Races	4	0.7%
American Indian or Alaska Native	1	0.2%
Native Hawaiian or Other Pacific Islander	1	0.1%

## National Educational Attainment



Education Level	2016 Percent
Less than high school diploma	2.2%
High school diploma or equivalent	12.9%
Some college, no degree	20.8%
Associate's degree	7.9%
Bachelor's degree	34.8%
Master's degree	19.0%
Doctoral or professional degree	2.4%



## Occupational Programs

2 Programs (2015)	189 Completions (2015)	32 Openings (2015)
CIP Code	Program	Completions (2015)
52.1001	Human Resources Management/Personnel Administration, General	189
52.1002	Labor and Industrial Relations	0

## Industries Employing Human Resources Managers

Industry	Occupation Jobs in Industry (2016)	% of Occupation in Industry (2016)	% of Total Jobs in Industry (2016)
Corporate, Subsidiary, and Regional Managing Offices	45	7.5%	0.5%
Local Government, Excluding Education and Hospitals	39	6.4%	0.1%
General Medical and Surgical Hospitals	25	4.2%	0.1%
Hotels (except Casino Hotels) and Motels	21	3.5%	0.1%
Elementary and Secondary Schools (Local Government)	19	3.2%	0.0%

# 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.

## CareerBuilder/Emsi Job Postings

Job postings are collected from various sources and processed/enriched by Careerbuilder to provide information such as standardized company name, occupation, skills, and geography. Emsi performs additional filtering and processing to improve compatibility with Emsi data.

## Completers Data

The completers 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.

## 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: Florida Department of Economic Opportunity