Human Resources Specialists
in 2 California Counties

Contents

What is Lightcast Data?

Lightcast 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.

Lightcast 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

2 Counties

6079   San Luis Obispo County, CA   6083   Santa Barbara County, CA
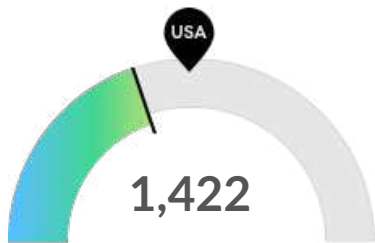
Class of Worker

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

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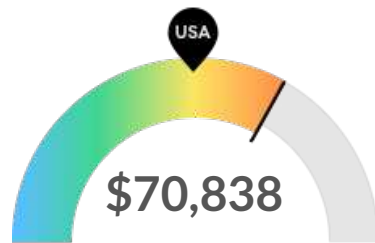
Executive Summary

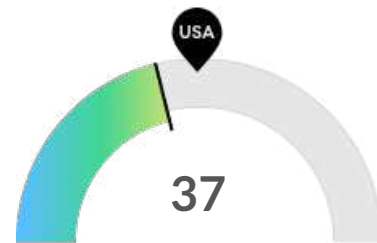## Light Job Posting Demand Over a Thin Supply of Regional Jobs

1,422

Jobs (2023)

Your area is not a hotspot for this kind of job. The national average for an area this size is 1,953* employees, while there are 1,422 here.

$70,838

Compensation

Earnings are high in your area. The national median salary for Human Resources Specialists is $62,323, compared to $70,838 here.

37

Job Posting Demand

Job posting activity is low in your area. The national average for an area this size is 46* job postings/mo, while there are 37 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 1,953* jobs, while there are 1,422 here. This lower than average supply of jobs may make it more difficult for workers in this field to find employment in your area.
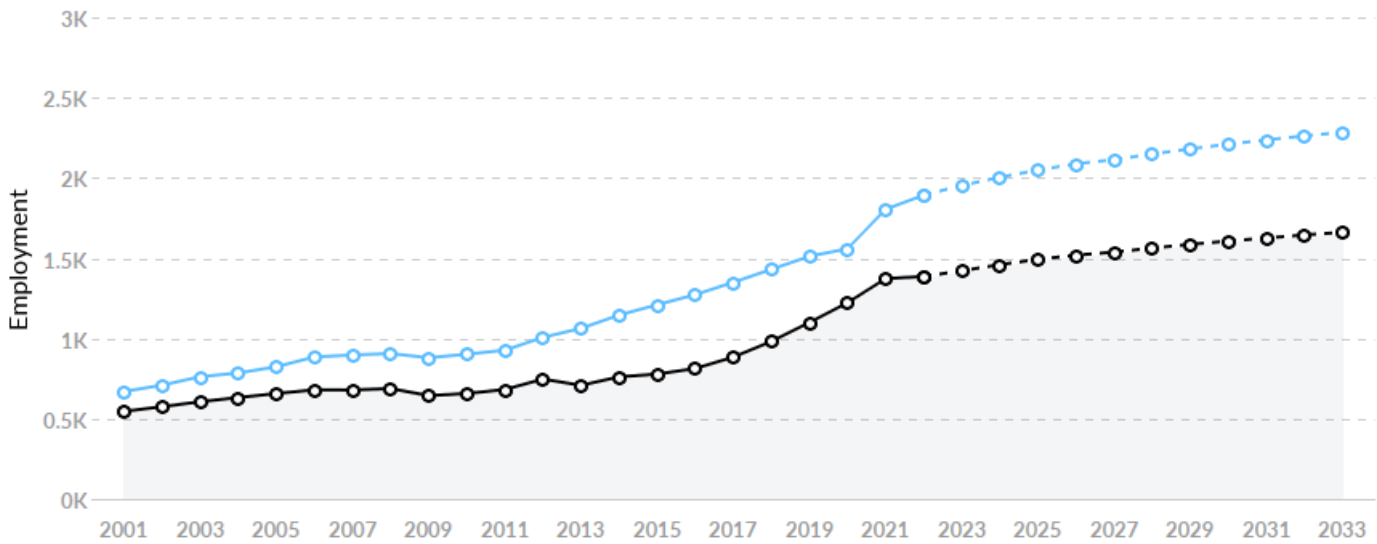
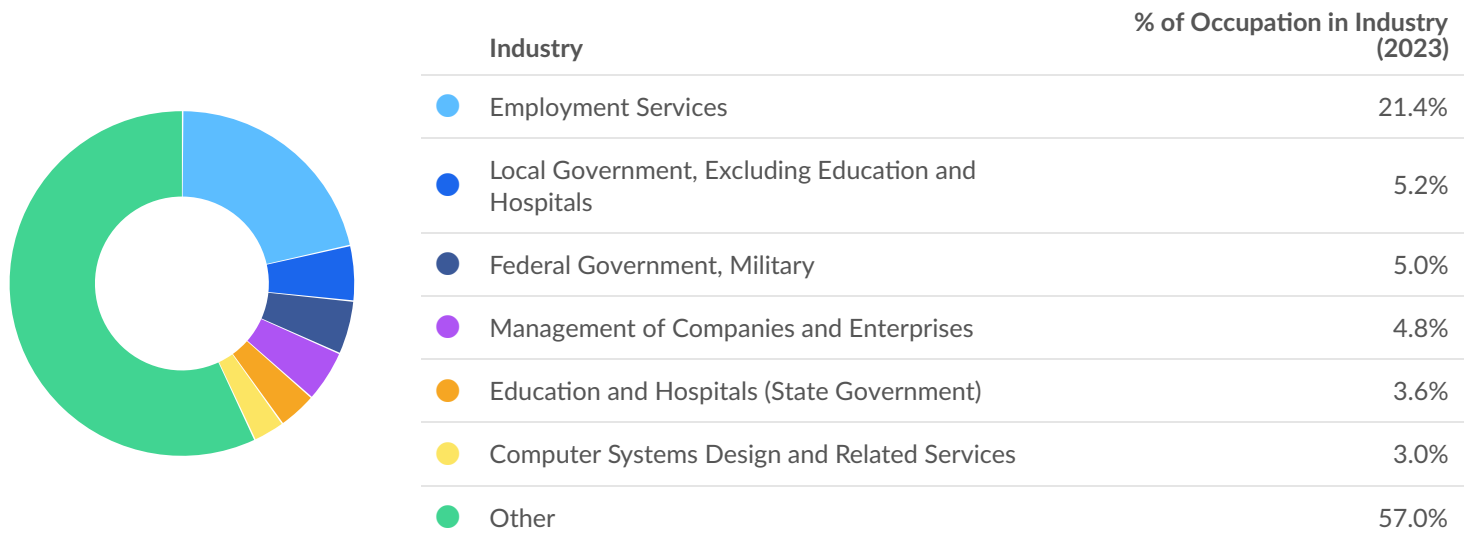|	Region	2023 Jobs	2033 Jobs	Change	% Change
●	2 California Counties	1,422	1,661	239	16.8%
●	National Average	1,953	2,284	331	17.0%

*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.

Regional Breakdown
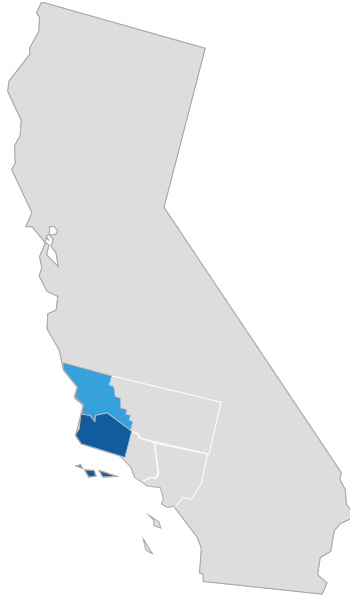
County	2023 Jobs
Santa Barbara County, CA	1,006
San Luis Obispo County, CA	416

Most Jobs are Found in the Employment Services Industry Sector

Industry	% of Occupation in Industry (2023)
Employment Services	21.4%
Local Government, Excluding Education and Hospitals	5.2%
Federal Government, Military	5.0%
Management of Companies and Enterprises	4.8%
Education and Hospitals (State Government)	3.6%
Computer Systems Design and Related Services	3.0%
Other	57.0%

Compensation

Regional Compensation Is 14% Higher Than National Compensation

For Human Resources Specialists, the 2021 median wage in your area is $70,838, while the national median wage is $62,323.
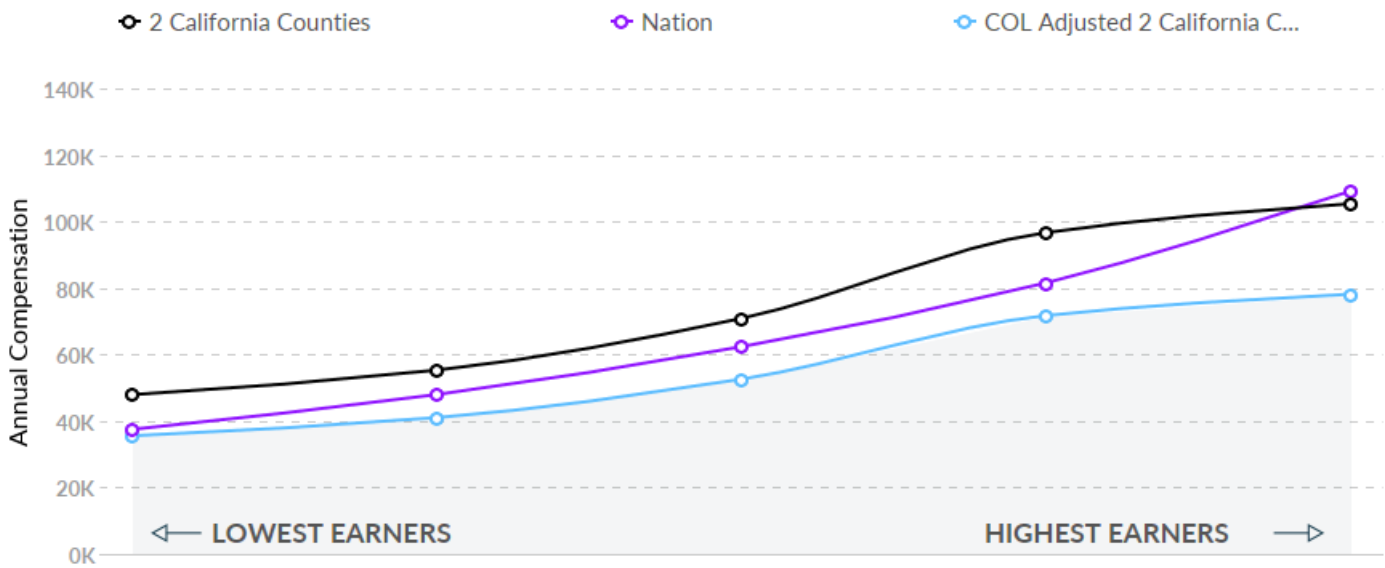
Job Posting Activity

219 Unique Job Postings

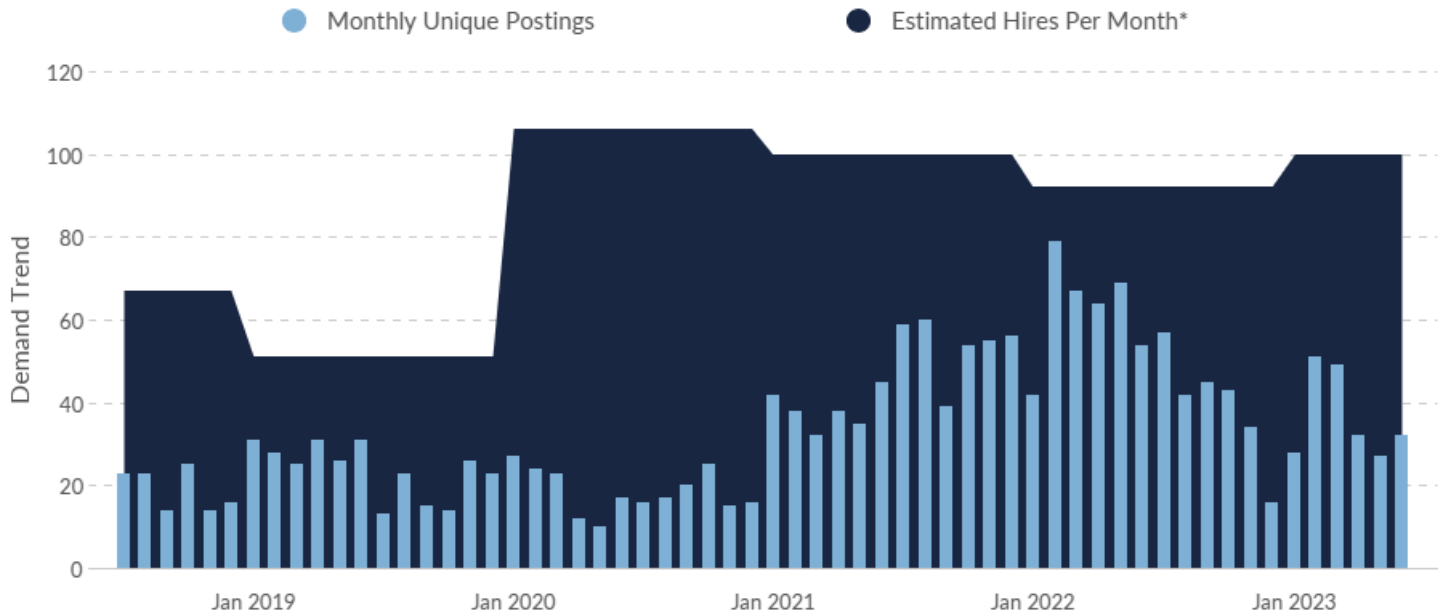The number of unique postings for this job from Jan 2023 to Jun 2023.

114 Employers Competing

All employers in the region who posted for this job from Jan 2023 to Jun 2023.

37 Day Median Duration

Posting duration is 4 days longer than what's typical in the region.

Occupation	Avg Monthly Postings (Jan 2023 - Jun 2023)	Avg Monthly Hires (Jan 2023 - Jun 2023)
Human Resources Specialists	37	100

*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. Lightcast hires are calculated using a combination of Lightcast 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		Top Job Titles	Unique Postings	
Robert Half	9	▬▬	Human Resources Generalists	34	▬▬▬▬
Impact Recruitment	8	▬▬	Human Resources Coordinators	22	▬▬▬
Marriott International	8	▬▬	Human Resources Specialists	22	▬▬▬
Volt	8	▬▬	Recruiters	13	▬▬
Associated Students	6	▬▬	Human Resources Analysts	8	▬
New Life Painting	6	▬▬	Human Resources Business Part…	7	▬
Cuesta College	5	▬▬	Human Resources Representativ…	7	▬
Aston Carter	4	▬	Human Resources Administrators	6	▬
Good Samaritan Shelter	4	▬	Human Resources Associates	6	▬
Target	4	▬	Human Resources/Payroll Speci…	4	▬

Top Distinguishing Skills by Demand

An occupation's Distinguishing Skills are the advanced skills that are called for occasionally. An employee with these skills is likely more specialized and able to differentiate themselves from others in the same role.

Distinguishing Skills

Defining Skills

Necessary Skills
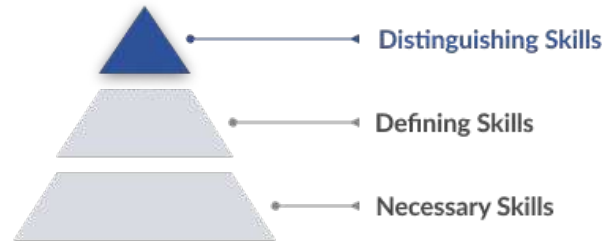
Skill	Salary Boosting	Job Postings Requesting
Benefits Enrollment Processes	❌	20
New Hire Orientations	❌	17
Labor Relations	✅	13
SHRM-CP (Society for Human Resource Management Certified Professional)	❌	12
Benefits Administration	❌	12
Talent Recruitment	❌	11
Family And Medical Leave Act Of 1993	❌	10
Senior Professional In Human Resources	❌	7
Workday (Software)	❌	6
Workforce Planning	✅	4

Top Defining Skills by Demand

An occupation's Defining Skills represent the day-to-day tasks and responsibilities of the job. An employee needs these skills to qualify for and perform successfully in this occupation.

Distinguishing Skills

Defining Skills

Necessary Skills
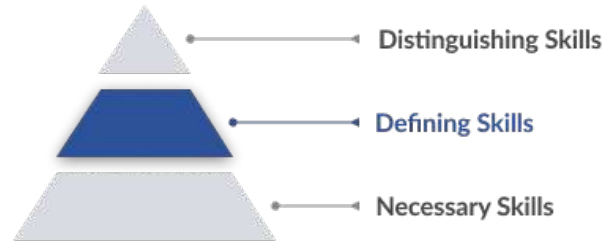
Skill	Salary Boosting	Job Postings Requesting
Human Resources Information System (HRIS)	❌	55
Employee Relations	❌	44
Labor Law	❌	42
Applicant Tracking Systems	❌	28
Employee Onboarding	❌	28
Professional in Human Resources	❌	19
Human Resource Management	❌	19
Talent Acquisition	❌	14
Recruitment Strategies	❌	14
Talent Management	❌	11

Top Necessary Skills by Demand

An occupation's Necessary Skills are the specialized skills required for that job and relevant across other similar jobs. An employee needs these skills as building blocks to perform the more complex Defining Skills.

Distinguishing Skills

Defining Skills

Necessary Skills
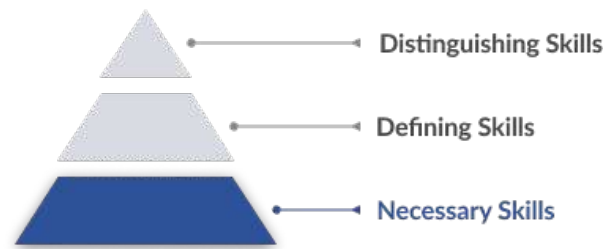
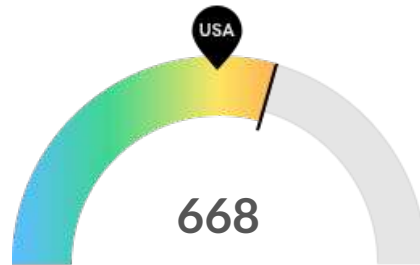| Skill	Salary Boosting	Job Postings Requesting
Auditing	❌	46
Performance Management	❌	19
Project Management	❌	11

Demographics

Retirement Risk Is About Average, While Overall Diversity Is High
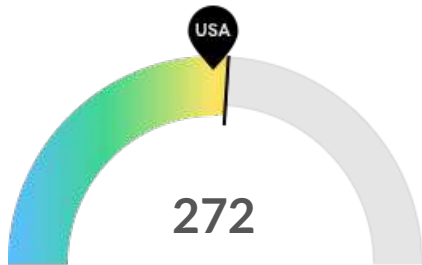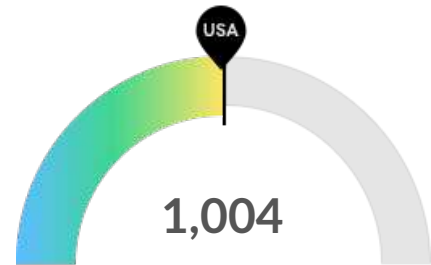
272
Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 257* employees 55 or older, while there are 272 here.

668
Racial Diversity

Racial diversity is high in your area. The national average for an area this size is 520* racially diverse employees, while there are 668 here.

1,004
Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 998* female employees, while there are 1,004 here.

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Occupation Age Breakdown

	% of Jobs	Jobs
14-18	0.1%	2
19-24	6.1%	84
25-34	30.1%	417
35-44	25.6%	355
45-54	18.5%	256
55-64	13.6%	189
65+	6.1%	84
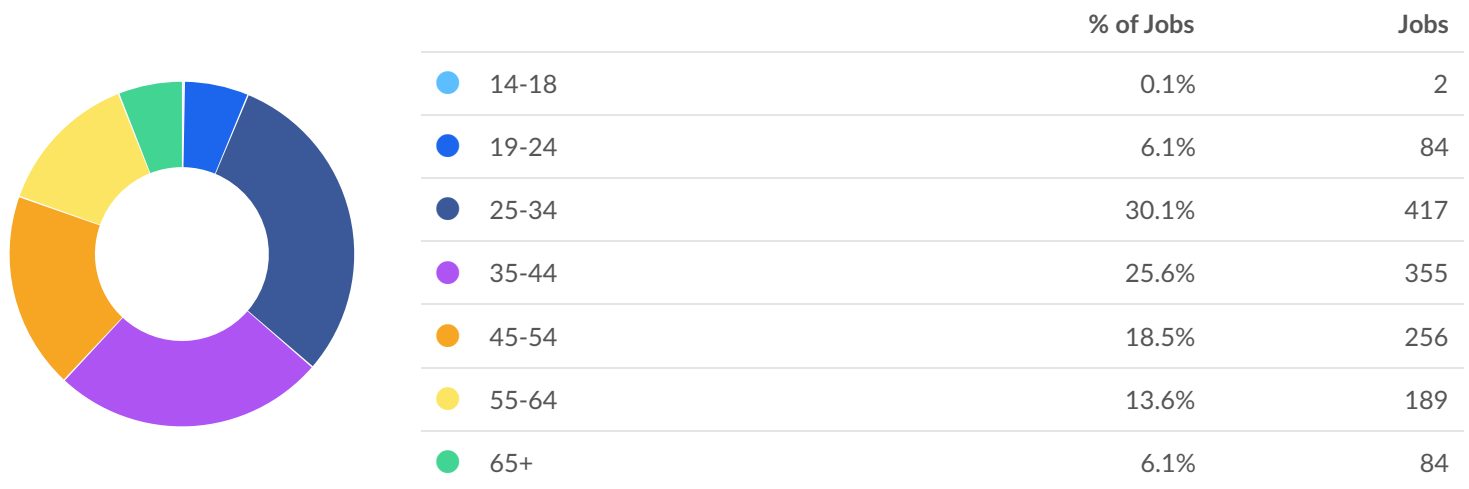
Occupation Race/Ethnicity Breakdown
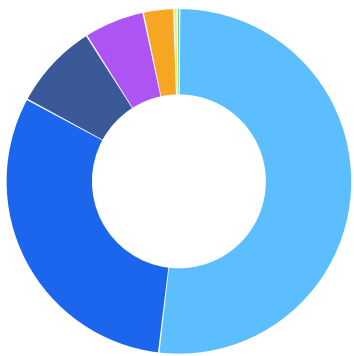
		% of Jobs	Jobs
●	White	51.8%	718
●	Hispanic or Latino	31.0%	430
●	Asian	8.1%	113
●	Black or African American	5.7%	78
●	Two or More Races	2.9%	40
●	American Indian or Alaska Native	0.3%	4
●	Native Hawaiian or Other Pacific Islander	0.2%	3

Occupation Gender Breakdown

		% of Jobs	Jobs
●	Males	27.6%	382
●	Females	72.4%	1,004

National Educational Attainment
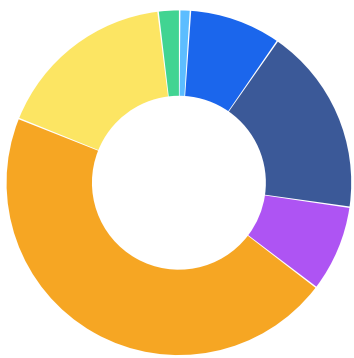
		% of Jobs
🔵	Less than high school diploma	1.0%
🔵	High school diploma or equivalent	8.6%
🔵	Some college, no degree	17.6%
🟣	Associate's degree	8.1%
🟠	Bachelor's degree	45.7%
🟡	Master's degree	17.0%
🟢	Doctoral or professional degree	2.0%

Occupational Programs

3 Programs

Of the programs that can train for this job, 3 have produced completions in the last 5 years.

7,866 Completions (2021)

The completions from all regional institutions for all degree types.

142 Openings (2021)

The average number of openings for an occupation in the region is 74.

CIP Code	Top Programs	Completions (2021)	
24.0101	Liberal Arts and Sciences/Liberal Studies	6,420	
52.0201	Business Administration and Management, General	1,336	
52.1003	Organizational Behavior Studies	110	

Top Schools	Completions (2021)	
Cuesta College	2,528	
Allan Hancock College	2,359	
Santa Barbara City College	1,873	
California Polytechnic State University-San Luis Obispo	903	
Fielding Graduate University	110	
Laurus College	43	
Antioch University-Santa Barbara	42	
Westmont College	8	

Appendix A

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
Placement Counselor
Human Resources Specialist (HR Specialist)
HR Generalist (Human Resources Generalist)
HR Consultant (Human Resources Consultant)
HR Analyst (Human Resources Analyst)
Technical Recruiter

Related O*NET Occupation:
Human Resources Specialists (13-1071.00)