



Occupation Report

Human Resources Managers

Lancaster County, Pennsylvania

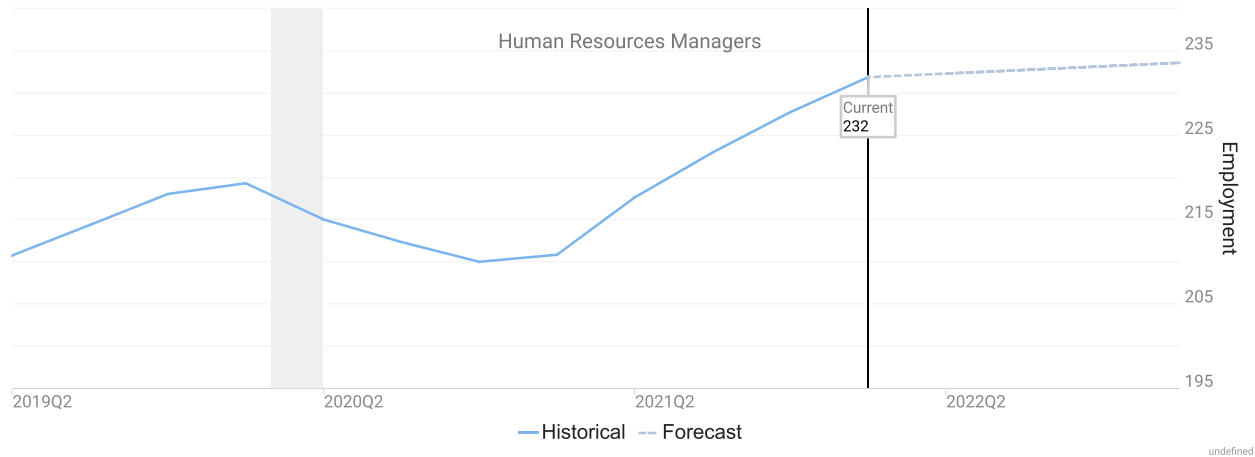


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Occupation Snapshot



| 6-Digit Occupation | Empl | Avg Median Wages | LQ | 3-Year Empl Change | Annual Demand | Forecast Ann Growth |
|---------------------------------|------------|------------------------|-------------|--------------------------|------------------|---------------------------|
| Human Resources Managers | 232 | \$119,400 | 0.79 | 25 | 20 | 0.7% |
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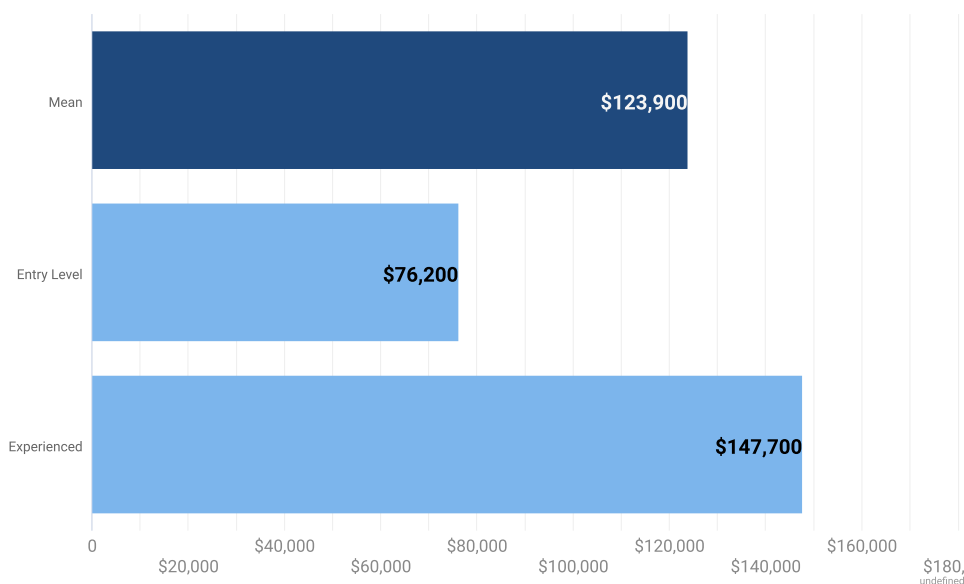
- “Annual Demand” is the projected need for new entrants into an occupation. New entrants are needed due to expected growth and to replace workers who left the occupation due to factors such as retirement or switching careers.
- “Forecast Ann Growth” is the expected change in jobs due to national, long-term 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 |
|---|------------------|------|------------------------|---------------------------|----------------------------|
| Management of Companies and Enterprises | 19.1% | 44 | 35 | 1 | 36 |
| General Medical and Surgical Hospitals | 2.8% | 7 | 5 | 0 | 6 |
| Employment Services | 2.3% | 5 | 4 | 1 | 5 |
| Depository Credit Intermediation | 2.3% | 5 | 4 | 0 | 4 |
| Elementary and Secondary Schools | 2.2% | 5 | 4 | 0 | 5 |
| Warehousing and Storage | 2.2% | 5 | 4 | 1 | 5 |
| Management, Scientific, and Technical Consulting Services | 2.2% | 5 | 4 | 1 | 5 |
| Scientific Research and Development Services | 2.0% | 5 | 4 | 0 | 4 |
| Architectural, Engineering, and Related Services | 2.0% | 5 | 4 | 0 | 4 |
| Plastics Product Manufacturing | 1.9% | 4 | 4 | 0 | 3 |
| Religious Organizations | 1.9% | 4 | 4 | 0 | 4 |
| Colleges, Universities, and Professional Schools | 1.9% | 4 | 4 | 0 | 4 |
| Computer Systems Design and Related Services | 1.7% | 4 | 3 | 1 | 4 |
| Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly | 1.6% | 4 | 3 | 1 | 4 |
| Traveler Accommodation | 1.6% | 4 | 3 | 1 | 4 |
| Individual and Family Services | 1.6% | 4 | 3 | 1 | 5 |
| Offices of Physicians | 1.5% | 3 | 3 | 0 | 3 |
| Accounting, Tax Preparation, Bookkeeping, and Payroll Services | 1.4% | 3 | 3 | 0 | 3 |
| Executive, Legislative, and Other General Government Support | 1.2% | 3 | 2 | 0 | 3 |
| Grocery and Related Product Merchant Wholesalers | 1.2% | 3 | 2 | 0 | 2 |
| All Others | 45.5% | 105 | 86 | 8 | 94 |

-  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



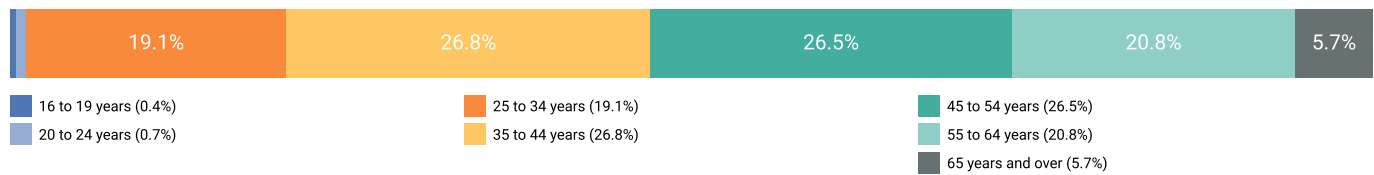
| Occupation | Mean | Median | Entry Level | Experienced |
|--------------------------|-----------|-----------|-------------|-------------|
| Human Resources Managers | \$123,900 | \$119,400 | \$76,200 | \$147,700 |

💡 Occupation wages here are based on data from the Bureau of Labor Statistics, OES program, and imputed by Chmura where necessary.

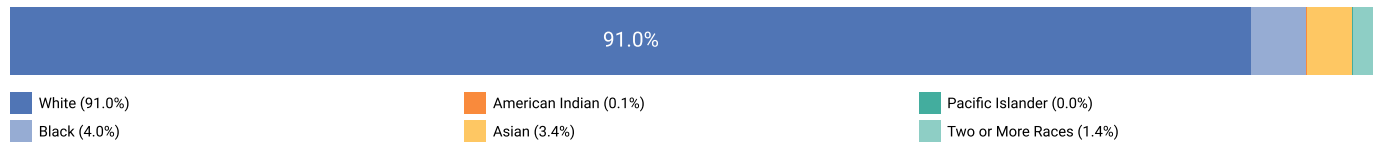
💡 When this report is run for an occupation group, the table above displays up to the top ten detailed occupations which have the highest average wages within the occupation group.

Occupation Demographics

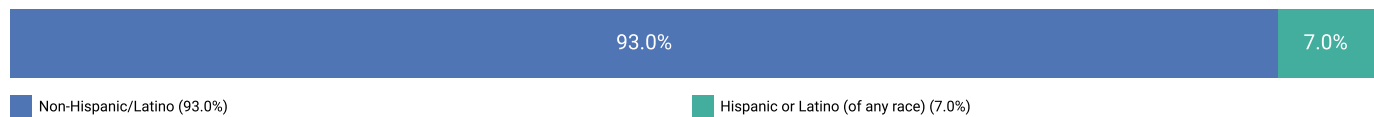
Age



Race



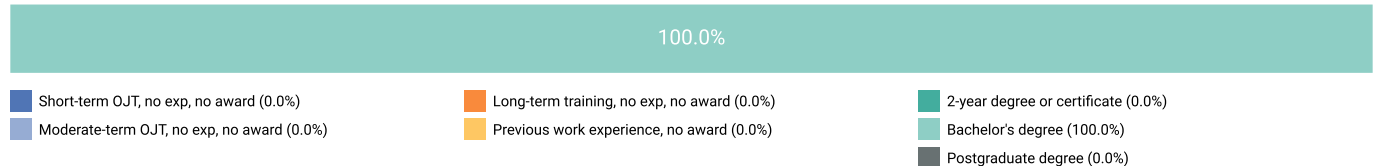
Ethnicity



Gender

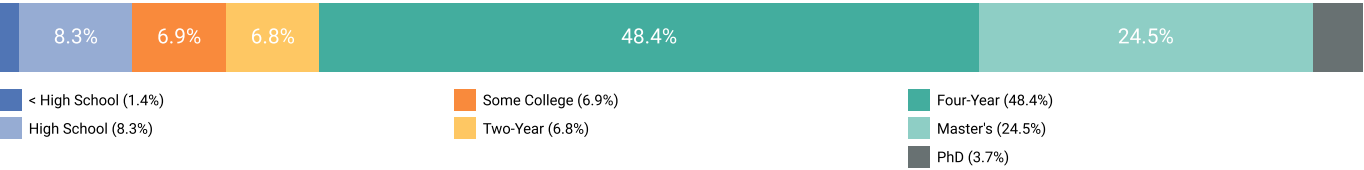


Education and Training Requirements





Education Profile

Educational Attainment



| Occupation | Typical Entry-Level Education | Previous Work Experience | Typical On-the-Job Training |
|--------------------------|-------------------------------|--------------------------|-----------------------------|
| Human Resources Managers | Bachelor's degree | 5 years or more | 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 Managers

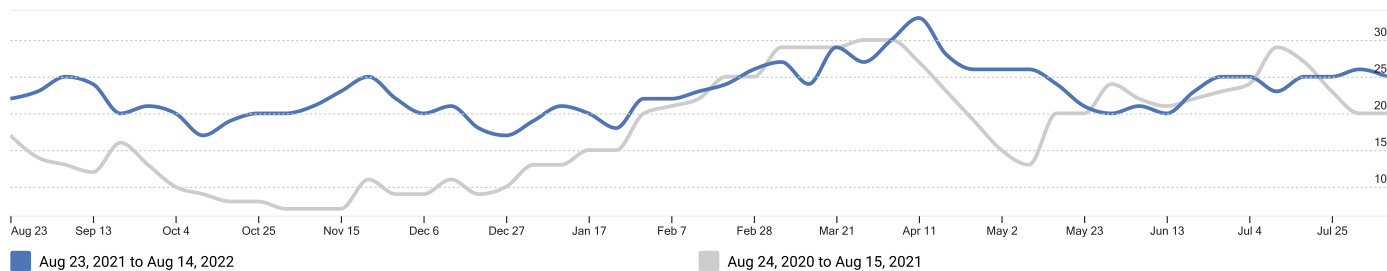
| Program | Awards |
|---|--------|
| Elizabethtown College | |
| Business Administration and Management, General | 110 |
| Organizational Leadership | 4 |
| Franklin and Marshall College | |
| Business Administration and Management, General | 52 |
| Lancaster Bible College | |
| Organizational Leadership | 6 |
| Millersville University of Pennsylvania | |
| Business Administration and Management, General | 129 |

 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 Lancaster County, Pennsylvania, the sampling above identifies those most linked to Human Resources Managers. 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 |
|-------------|--------------------------|----------------|
| 11- 3121.00 | Human Resources Managers | 164 |

Locations

| Location | Active Job Ads | |
|-------------------------|----------------|-------------|
| Lancaster, Pennsylvania | 28 | <div></div> |
| Lancaster, PA 17601 | 7 | <div></div> |
| Lancaster, PA 17603 | 7 | <div></div> |
| Lancaster, PA 17622 | 5 | <div></div> |
| Lancaster, PA 17699 | 5 | <div></div> |
| Leola, Pennsylvania | 5 | <div></div> |
| Columbia, PA 17512 | 4 | <div></div> |
| Lancaster, PA, 17601 | 4 | <div></div> |
| Ephrata, PA 17522 | 3 | <div></div> |
| Lancaster, PA 17602 | 3 | <div></div> |

Employers

| Employer Name | Active Job Ads | |
|--|----------------|-------------|
| Eurofins | 7 | <div></div> |
| Eurofins USA | 5 | <div></div> |
| ProMedica Senior Care | 5 | <div></div> |
| Robert Half | 5 | <div></div> |
| Marriott Lancaster At Penn Square | 4 | <div></div> |
| Randstad USA | 4 | <div></div> |
| Susquehanna Health and Wellness Center | 4 | <div></div> |
| The Judge Group | 4 | <div></div> |
| Westrock | 4 | <div></div> |
| XPO Logistics | 4 | <div></div> |



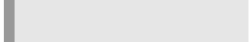
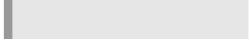
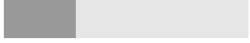
Hard Skills

| Skill Name | Active Job Ads | |
|---|----------------|-------------|
| Performance Management | 40 | <div></div> |
| Oracle HRIS | 33 | <div></div> |
| Microsoft Office | 32 | <div></div> |
| Manufacturing | 28 | <div></div> |
| Microsoft Excel | 27 | <div></div> |
| Benefits Administration | 23 | <div></div> |
| Change Management | 22 | <div></div> |
| Workforce Planning | 22 | <div></div> |
| The Family and Medical Leave Act (FMLA) | 17 | <div></div> |
| Microsoft PowerPoint | 15 | <div></div> |

Job Titles

| Job Title | Active Job Ads | |
|----------------------------------|----------------|-------------|
| Human Resources Manager | 25 | <div></div> |
| HR Business Partner | 14 | <div></div> |
| HR Manager | 7 | <div></div> |
| Human Resources Director | 7 | <div></div> |
| Human Resources Business Partner | 6 | <div></div> |
| Director of Human Resources | 4 | <div></div> |
| Director of Human Resources (HR) | 4 | <div></div> |
| Director, Human Resources | 4 | <div></div> |
| Area Human Resources Manager | 3 | <div></div> |
| Business Resource Manager - PA | 3 | <div></div> |

Education Levels

| Minimum Education Level | Active Job Ads | |
|-----------------------------------|----------------|---|
| Bachelor's degree | 112 |  |
| High school diploma or equivalent | 10 |  |
| Associate's degree | 5 |  |
| Master's degree | 4 |  |
| Unspecified/other | 33 |  |

Programs

| Program Name | Active Job Ads | |
|----------------------------|----------------|---|
| Human Resources | 48 |  |
| Human Resources Management | 20 |  |
| Business | 16 |  |
| Business Administration | 12 |  |
| Psychology | 6 |  |
| Communications | 4 |  |
| Organizational Development | 4 |  |
| Engineering | 2 |  |
| Accounting | 1 |  |
| Agronomy | 1 |  |

Top Skill and Certification Gaps

Top 10 Skill Gaps in Lancaster County, Pennsylvania

| Name | Candidates | Openings | Gap |
|---|------------|----------|-----|
| Performance Management | 3 | 5 | -2 |
| Workforce Planning | 1 | 3 | -2 |
| Benefits Administration | 1 | 3 | -2 |
| Change Management | 2 | 3 | -1 |
| Pharmacology | 0 | 1 | -1 |
| Oracle HRIS | 3 | 4 | -1 |
| Manufacturing | 2 | 3 | -1 |
| The Family and Medical Leave Act (FMLA) | 1 | 2 | -1 |
| Organizational Development | 0 | 1 | -1 |
| Employment Law | 1 | 2 | -1 |

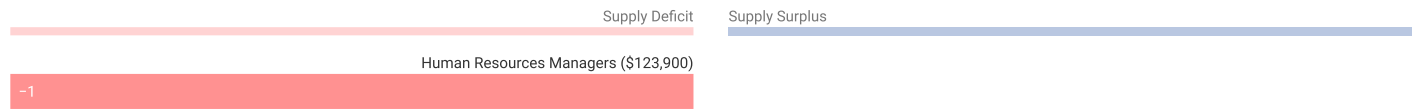
Top 10 Certification Gaps in Lancaster County, Pennsylvania

| Name | Candidates | Openings | Gap |
|--|------------|----------|-----|
| Society for Human Resource Management Certified Professional (SHRM-CP) | 2 | 2 | 0 |
| Professional in Human Resources (PHR) | 3 | 3 | 0 |
| Senior Professional in Human Resources (SPHR) | 3 | 2 | 1 |



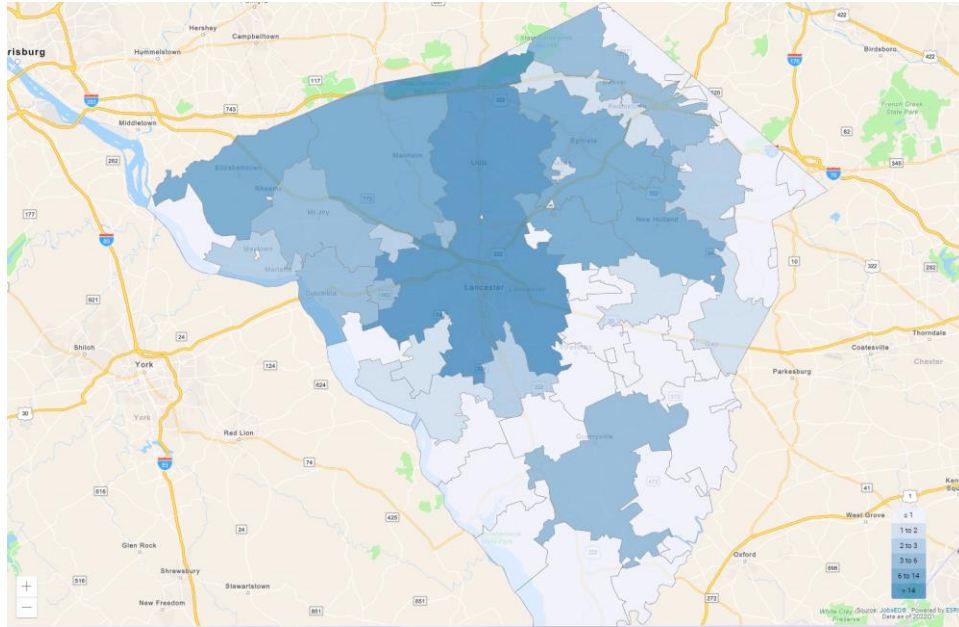
Skill and certifications gaps can help inform employee development programs, as well as provide a comparison of the needs of regional employers to the supply.

Occupation Gaps



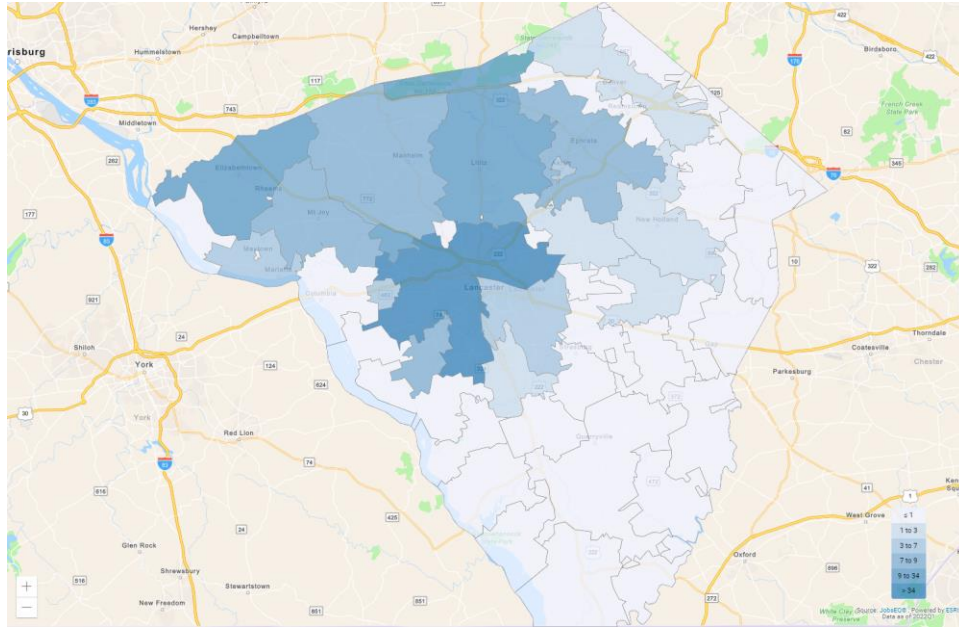
- 💡 The above are the potential average annual gaps over 10 years. Many variables go into this analysis, but at its core it is based on a forecast comparing occupation demand growth to the local population growth and the projected educational attainment of those residents. When an area, for example, 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 Managers, 2022Q1

| Region | Employment |
|---|------------|
| ZCTA 17601 | 53 |
| ZCTA 17603 | 40 |
| ZCTA 17602 | 27 |
| ZCTA 17543 | 14 |
| ZCTA 17522 | 12 |
| ZCTA 17557 | 11 |
| ZCTA 17022 (Lancaster County, PA portion) | 8 |
| ZCTA 17545 (Lancaster County, PA portion) | 7 |
| ZCTA 17540 | 6 |
| ZCTA 17517 | 6 |

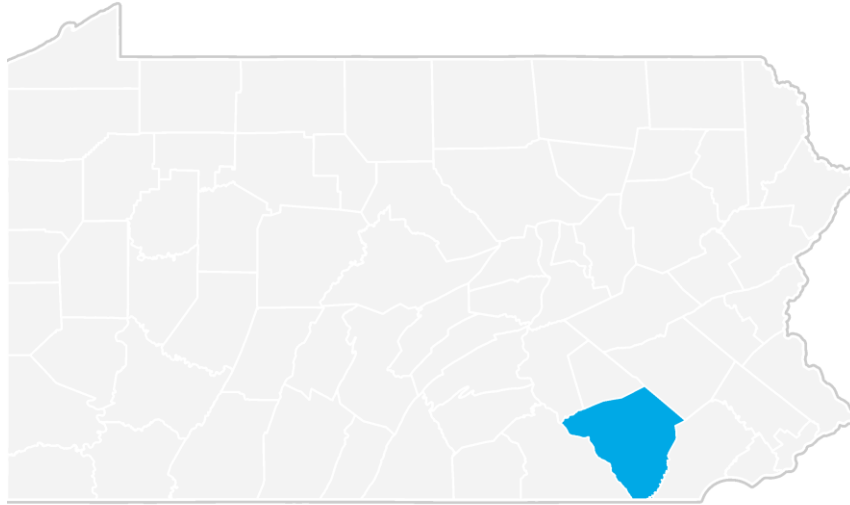


Top ZCTAs by Place of Residence for Human Resources Managers, 2022Q1

| Region | Employment |
|---|------------|
| ZCTA 17601 | 67 |
| ZCTA 17603 | 35 |
| ZCTA 17543 | 31 |
| ZCTA 17022 (Lancaster County, PA portion) | 15 |
| ZCTA 17538 | 9 |
| ZCTA 17545 (Lancaster County, PA portion) | 9 |
| ZCTA 17551 | 8 |
| ZCTA 17522 | 8 |
| ZCTA 17552 | 7 |
| ZCTA 17602 | 6 |

💡 “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.

Lancaster County, Pennsylvania Regional Map



Data Notes

- Occupation employment by default indicates employment by place of work. Occupation employment is as of 2022Q1 and is based on industry employment and local staffing patterns calculated by Chmura and utilizing BLS OES data. Employment forecasts are modeled by Chmura and are consistent with BLS national-level 10-year forecasts. Occupation wages (mean, median, and percentiles) are derived from BLS OES data and are as of 2021 and represent the average for all Covered Employment. Entry-level and experienced wages are derived from these source data, computed by Chmura.
- Industry employment is as of 2022Q1 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 2022Q1 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 2019-2020 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 08/24/2022 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 2022Q1 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.

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.