



Human resources specialists

Recruit, screen, interview, or place individuals within an organization. May perform other activities in multiple human resources areas.

Cognitive and mental requirements

The qualifications that workers need to use judgment, make decisions, interact with others, and adapt to changes in jobs.

In 2023, verbal interactions were required constantly (every few minutes) for less than 15 percent of human resources specialists, and were required not constantly, but more than once per hour for 78.9 percent.

Table 1. Percentage of human resources specialists with cognitive and mental requirements, 2023

Requirement	Yes	No
Pace: Pause control	95.7	4.3
Interaction with general public	90.7	9.3
Working around crowds	<0.5	>99.5
Telework	36.9	63.1
Work review: Supervising others	15.8	84.2
Work review: Presence of supervisor	59.1	40.9

Source: U.S. Bureau of Labor Statistics, Occupational Requirements Survey

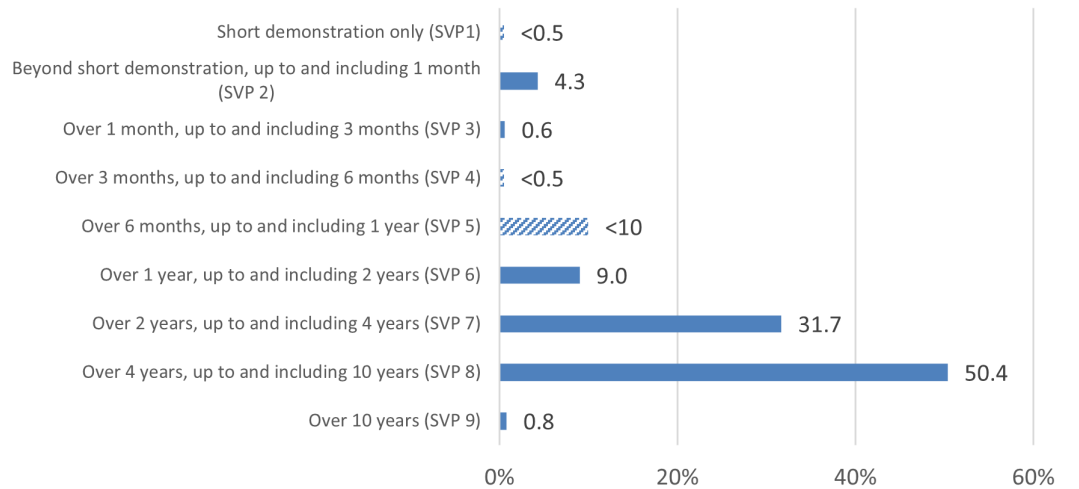
Education, training, and experience requirements

The minimum level of formal education required, credentials necessary, on-the-job training, and prior work experience necessary for average performance in jobs.

In 2023, credentials were required for 16.1 percent of human resources specialists. Prior work experience was required for 88.6 percent and on-the-job training was required for 77.3 percent.

A high school diploma was required for 34.3 percent of human resources specialists and a bachelor's degree was required for 56.9 percent.

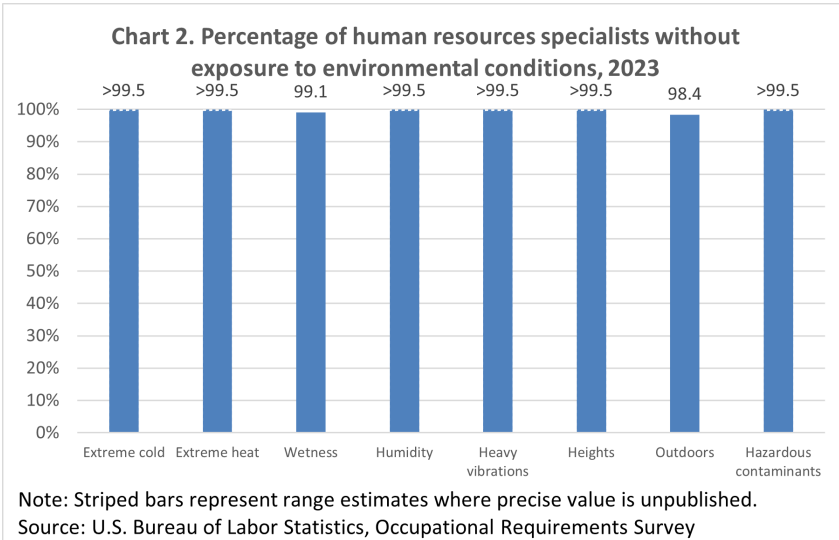
Chart 1. Percentage of human resources specialists by specific preparation time (SVP) level, 2023



Note: Striped bars represent range estimates where precise value is unpublished.

Source: U.S. Bureau of Labor Statistics, Occupational Requirements Survey





Environmental conditions

The various tangible or concrete hazards or difficulties that are in the vicinity of where jobs' critical tasks are performed.

In 2023, greater than 99.5 percent of human resources specialists were not exposed to extreme cold, and greater than 99.5 percent were not exposed to extreme heat. Wetness was not present for 99.1 percent, greater than 99.5 percent were not exposed to heavy vibrations, and 98.4 percent were not exposed to the outdoors.

Physical demands

Refer to the physical activities required to perform tasks in jobs. The presence and, in some cases, duration of these activities are published.

In 2023, keyboarding was required for greater than 99.5 percent of human resources specialists and was not required for less than 0.5 percent. For less than 0.5 percent of workers, keyboarding was seldom performed, for 19.3 percent keyboarding occurred occasionally, 78.6 percent frequently, and for 1.7 percent keyboarding occurred constantly.

Performing work in low postures was required for 5.3 percent of human resources specialists and was not required for 94.7 percent.

The choice to sit or stand when performing critical tasks was available to 98.9 percent of human resources specialists. On average, workers spent 89.5 percent of the workday sitting and 10.5 percent of the workday standing.

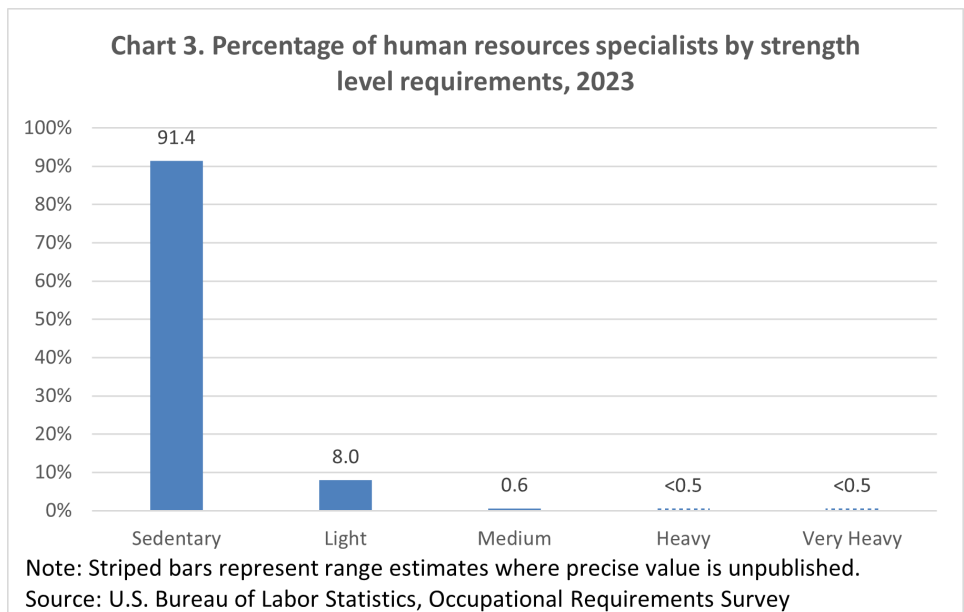


Table 2. Percentage of human resources specialists with physical demands, 2023

Requirement	Yes	No
Choice of sitting or standing	98.9	1.1
Driving	11.0	89.0
Climbing structure-related ramps or stairs	9.9	90.1

Source: U.S. Bureau of Labor Statistics, Occupational Requirements Survey