



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 judgement, make decisions, interact with others, and adapt to changes in jobs.

In 2024, work was controlled by people for 45.3 percent of human resources specialists, and work was self-paced for 54.7 percent.

Table 1. Percentage of human resources specialists with cognitive and mental requirements, 2024

Requirement	Yes	No
Adaptability: Work schedule variability	29.4	70.6
Pace: Pause control	98.8	1.2
Telework	54.3	45.7
Work review: Presence of supervisor	59.8	40.2
Work review: Supervising others	12.1	87.9
Working around crowds	<0.5	>99.5

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

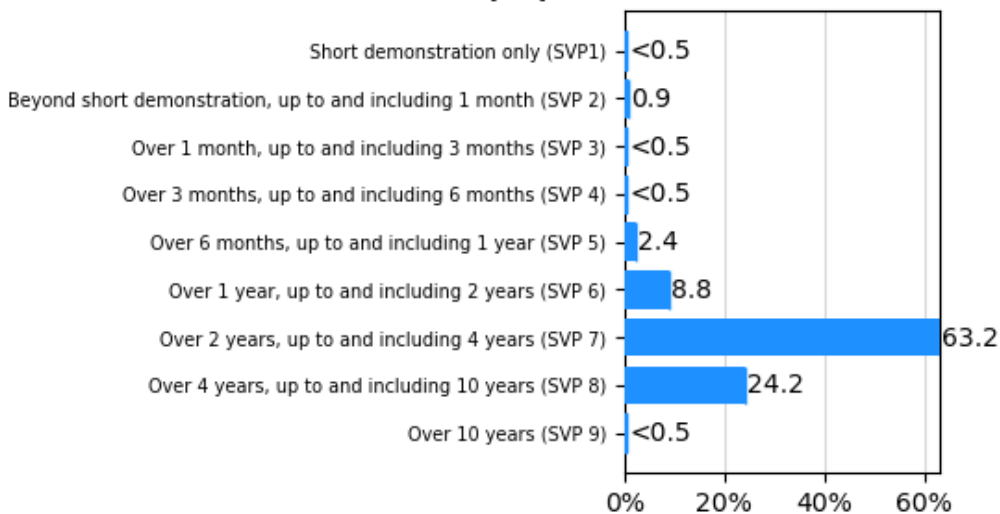
Education, training, and experience requirements

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

In 2024, prior work experience was required for 71.9 percent of human resources specialists and on-the-job training was required for 84.7 percent.

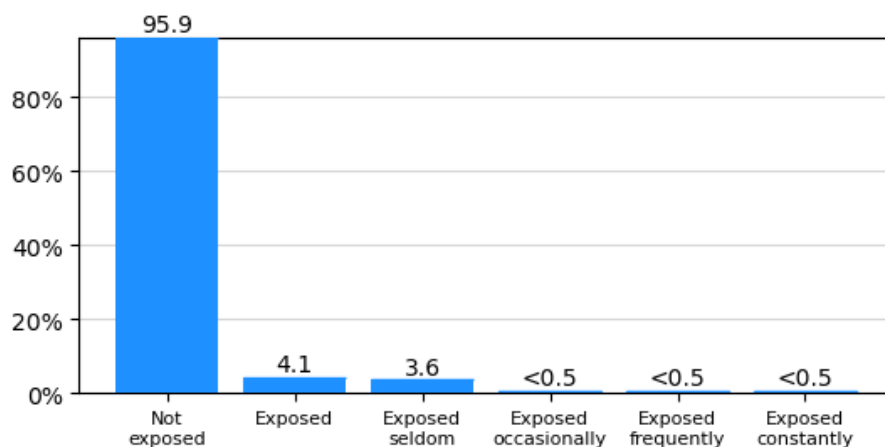
A high school diploma was required for 35.9 percent of human resources specialists and a bachelor's degree was required for 51.9 percent.

Chart 1. Percentage of human resources specialists by specific vocational preparation (SVP) level, 2024



Note: Striped bars represent range estimates where precise value is unpublished.
Source: U.S. Bureau of Labor Statistics, Occupational Requirements Survey

Chart 2. Percentage of human resources specialists with outdoor exposure and duration, 2024



Note: Striped bars represent range estimates where precise value is unpublished.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 2024, a quiet noise exposure was present for 29.1 percent of human resources specialists. Another 70.9 percent were exposed to moderate noise, less than 0.5 percent were exposed to loud noise, and less than 0.5 percent to very loud noise. Personal protective equipment (PPE) was used by 1.3 percent of workers to mitigate noise exposure, and was not used by 98.7 percent.

Physical demands

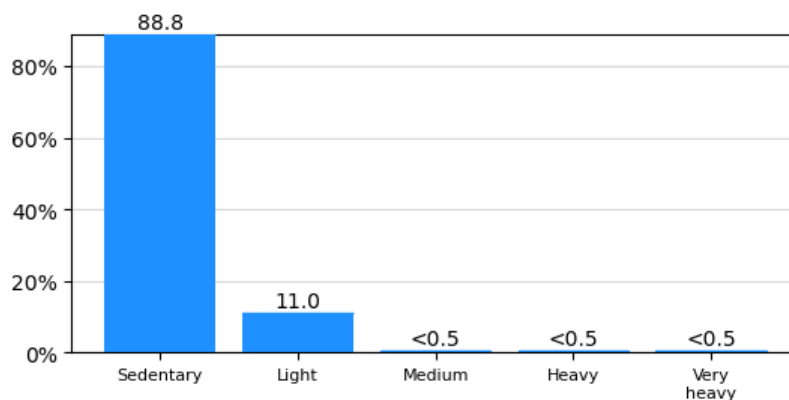
Refer to the physical activities required to perform tasks in jobs. The presence and, in some cases, duration of these activities are published.

In 2024, reaching at or below the shoulder was required for 24.0 percent of human resources specialists and was not required for 76.0 percent. For 12.8 percent of workers, reaching at or below the shoulder was seldom performed, for 11.1 percent reaching at or below the shoulder occurred occasionally, less than 0.5 percent frequently, and for less than 0.5 percent reaching at or below the shoulder occurred constantly.

Performing work in low postures was required for 7.0 percent of human resources specialists and was not required for 93.0 percent.

The choice to sit or stand when performing critical tasks was available to greater than 65 percent of human resources specialists. On average, workers spent 92.0 percent of the workday sitting and 8.0 percent of the workday standing.

Chart 3. Percentage of human resources specialists by strength level requirements, 2024



Note: Striped bars represent range estimates where precise value is unpublished.
Source: U.S. Bureau of Labor Statistics, Occupational Requirements Survey

Table 2. Percentage of human resources specialists with physical demands, 2024

Requirement	Yes	No
Choice of sitting or standing	>65	<35
Climbing structure-related ramps or stairs	10.3	89.7
Driving	16.5	83.5

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