



### 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 2022, more than basic people skills were required for 99.5 percent of human resources specialists, and basic people skills were required for 0.5 percent.

**Table 1. Percentage of human resources specialists with cognitive and mental requirements, 2022**

Requirement	Yes	No
<b>Pace: Pause control</b>	94.6	5.4
<b>Interaction with general public</b>	89.4	10.6
<b>Telework</b>	34.1	65.9
<b>Work review: Supervising others</b>	15.8	84.2
<b>Work review: Presence of supervisor</b>	60.5	39.5

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

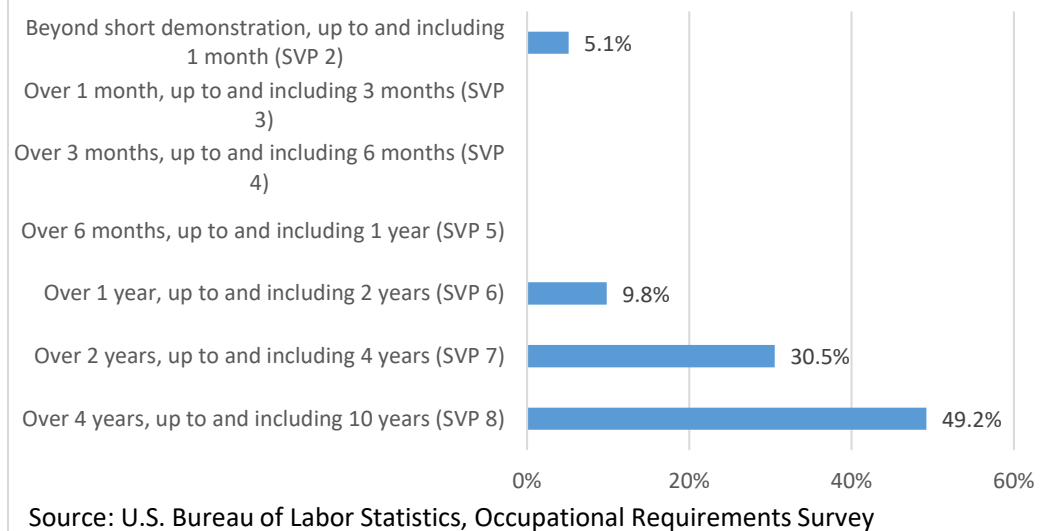
### Education, training, and experience requirements

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

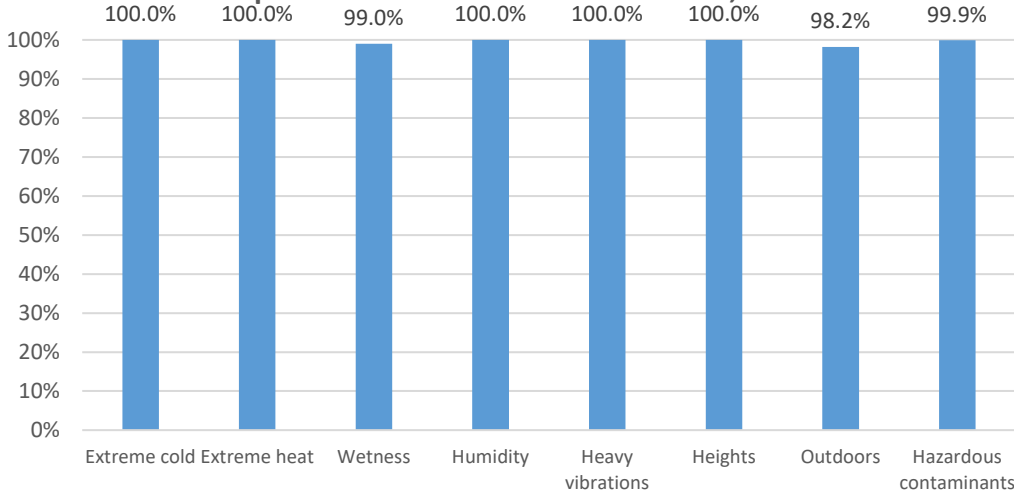
In 2022, credentials were required for 16.4 percent of human resources specialists. Prior work experience was required for 88.0 percent and on-the-job training was required for 76.3 percent.

A high school diploma was required for 36.8 percent of human resources specialists and a bachelor's degree was required for 56.5 percent.

**Chart 1. Percentage of human resources specialists by specific preparation time (SVP) level, 2022**



**Chart 2. Percentage of human resources specialists without exposure to environmental conditions, 2022**



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 2022, 100.0 percent of human resources specialists were not exposed to extreme cold, and 100.0 percent were not exposed to extreme heat. Wetness was not present for 99.0 percent, 100.0 percent were not exposed to heavy vibrations, and 98.2 percent were not exposed to the outdoors.

### Physical demands

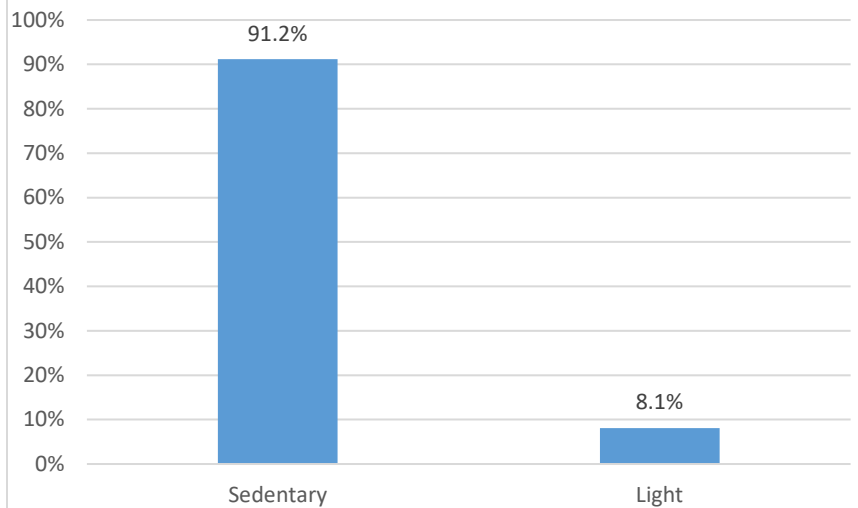
Refer to the physical activities required to perform tasks in jobs. The presence and, in some cases, duration of these activities are published.

In 2022, reaching at or below the shoulder was required for 39.4 percent of human resources specialists and was not required for 60.6 percent. For 12.3 percent of workers, reaching at or below the shoulder was seldom performed, and for 26.5 percent reaching at or below the shoulder occurred occasionally.

Performing work in low postures was required for 4.6 percent of human resources specialists and was not required for 95.4 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 89.6 percent of the workday sitting and 10.4 percent of the workday standing.

**Chart 3. Percentage of human resources specialists by strength level requirements, 2022**



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

**Table 2. Percentage of human resources specialists with physical demands, 2022**

Requirement	Yes	No
Choice of sitting or standing	98.9	1.1
Driving	9.9	90.1
Climbing structure-related ramps or stairs	10.0	90.0

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

