

Occupations	Kansas Median Salary	% Change		Degree/Training		Unit of Analysis (OSDS - Occupational Supply Demand System)
		Kansas 2004-2014	USA 2006-2016	2-yr Community & Technical College (Assoc. or Cert.)	4-yr College / University (Bachelor)	
Compliance Officers: Equal Opportunity Specialists/OSDA/ADA Compliance Officers	\$21.45/hr.	21%	3-6%	X		(See Human Resource Manager)
Human Resources Assistants, Except Payroll and Timekeeping: Assignment Clerks/Identification Clerks/Human Resources Clerks	\$15.32/hr.	14%	11%	X		
Interpreters and Translators	\$13.70/hr.	18%	24%	X		
Chief Executives: Entrepreneurs/ Government Management	\$54.01/hr.	13%	2%		X	The formal education and experience of top executives varies as widely as the nature of their responsibilities. Many top executives have a bachelor's or graduate degree in business administration, liberal arts, or a more specialized discipline. Additional national information available: Employment of top executives—including chief executives, general and operations managers, and legislators—is expected to grow 2 percent from 2006 to 2016. Because top managers are essential to the success of any organization, their jobs are unlikely to be automated or offshored to other countries. Some top executive jobs may be eliminated through industry consolidation, as upper management is streamlined after mergers and acquisitions. Employment of top executives is not as sensitive to growth in business as employment in many other occupations. As a business grows, the number of top executives changes little relative to the total number of employees. Therefore, top executives are not expected to experience as much employment growth as workers in the occupations they oversee.
General and Operations Managers: Human Resources Managers/ International Human Resources Managers/ Human Resources Generalists	\$33.29/hr.	15%	2%		X	
Public Relations Managers: Association Managers/ Public Organization Managers	\$39.40/hr.	16%	17%		X	A wide range of educational backgrounds is suitable for entry into advertising, marketing, promotions, public relations, and sales managerial jobs, but many employers prefer those with experience in related occupations plus a broad liberal arts background. For marketing, sales, and promotions management positions, some employers prefer a bachelor's or master's degree in business administration with an emphasis on marketing. For advertising management positions, some employers prefer a bachelor's degree in advertising or journalism. For public relations management positions, some employers prefer a bachelor's or master's degree in public relations or journalism. For all these specialties, courses in management and completion of a field experience while in school are highly recommended.

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Administrative Services Managers	\$27.33/hr.	17%	12%		X	Educational requirements for these managers vary widely, depending on the size and complexity of the organization. In small organizations, experience may be the only requirement needed to enter a position as office manager. When an opening in administrative services management occurs, the office manager may be promoted to the position based on past performance. In large organizations, however, administrative services managers normally are hired from outside and each position has formal education and experience requirements. Some administrative services managers have advanced degrees. Specific requirements vary by job responsibility. For first-line administrative services managers of secretarial, mailroom, and related support activities, many employers prefer an associate degree in business or management, although a high school diploma may suffice when combined with appropriate experience. For managers of audiovisual, graphics, and other technical activities, postsecondary technical school training is preferred. Managers of highly complex services, such as contract administration, generally need at least a bachelor's degree in business, human resources, or finance.
Financial Managers: Accounting Managers/ Accounts Payable Managers/ Assistant Credit	\$35.86/hr.	16%	13%		X	A bachelor's degree in finance, accounting, economics, or business administration is the minimum academic preparation for financial managers. However, many employers now seek graduates with a master's degree, preferably in business administration, economics, finance, or risk management.
Industrial Production Managers: Manufacturing Management	\$37.86/hr.	23%	-6%		X	Because of the diversity of manufacturing operations and job requirements, there is no standard preparation for this occupation. Many industrial production managers have a college degree in business administration, management, industrial technology, or industrial engineering. However, although employers may prefer candidates with a business or engineering background, some companies will hire well-rounded liberal arts graduates who are willing to spend time in a production-related job.
Medical and Health Services Managers: Hospital Management	\$29.89/hr.	21%	16%		X	A master's degree in health services administration, long-term care administration, health sciences, public health, public administration, or business administration is the standard credential for most generalist positions in this field. However, a bachelor's degree is adequate for some entry-level positions in smaller facilities, at the department level within healthcare organizations, and in health information management.

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Human Resources Managers/ Compensation and Benefits Managers/ Training and Development Managers	\$39.64/hr.	16%	11%		X	<p>The educational backgrounds of human resources, training, and labor relations managers and specialists vary considerably because of the diversity of duties and levels of responsibility. In filling entry-level jobs, many employers seek college graduates who have majored in human resources, human resources administration or human resources management, training and development, or compensation and benefits. Other employers look for college graduates with a technical or business background or a well-rounded liberal arts education. An advanced degree is increasingly important for some jobs. Many labor relations jobs require graduate study in industrial or labor relations. A strong background in industrial relations and law is highly desirable for contract negotiators, mediators, and arbitrators; in fact, many people in these specialties are lawyers. A background in law also is desirable for employee benefits managers and others who must interpret the growing number of laws and regulations. A master's degree in human resources, labor relations, or in business administration with a concentration in human resources management is highly recommended for those seeking general and top management positions.</p>
Employment, Recruitment, and Placement Specialists: Personnel Recruiters	\$18.51/hr.	25%	18%		X	
Compensation, Benefits, and Job Analysis Specialists: Pay Equity Officers/ Occupational Analysts/ Payroll Professionals	\$22.77/hr.	15%	18%		X	
Training and Development Specialists: Corporate Trainers	\$22.76/hr.	21%	18%		X	
Human Resources, Training, and Labor Relations Specialists/Representatives/ Conciliators/ Mediators/ Arbitrators/ Labor and Personnel Relations Specialists/ Affirmative Action Coordinators	\$25.30/hr.	28%	16%		X	
Computer Systems Analysts: Human Resources Information System Specialists	\$29.87/hr.	22%	29%		X	
Public Relations Specialists	\$20.11/hr.	18%	18%		X	<p>There are no defined standards for entry into a public relations career. A college degree combined with public relations experience, usually gained through an internship, is considered excellent preparation for public relations work.</p>
Employment is projected to:	Growth compared to average:					
increase 21 percent or more	Grow much faster than average					
increase 14 to 20 percent	Grow faster than average					
increase 7 to 13 percent	Grow about as fast as average					
increase 3 to 6 percent	Grow more slowly than average					
decrease 2 percent to increase 2 percent	Little or no change					
decrease 3 to 9 percent	Decline slowly or moderately					
decrease 10 percent or more	Decline rapidly					