

## Hard to Fill Jobs

There are (210,170 job postings) between (Jul. 01, 2020 - Jun. 30, 2021) in your area for the selected criteria.

## Active Selections

Last 12 months AND ( County : San Mateo, CA OR County : San Francisco, CA OR County : Santa Clara, CA OR County : Contra Costa, CA OR County : Alameda, CA ) AND ( ( Education : Both sub-baccalaureate and bachelor's-level credentials (inferred) ) AND ( Education : High school or vocational training (specified) OR Education : Associate's degree (specified) OR Education : Not listed (specified) ) )

\*Location quotients show how concentrated demand is within a particular geography. US-wide average demand equals 1.0; an LQ of 1.2, for example, indicates 20% higher demand than the US average (or 1.2 times the US concentration). Grayed out values should be used with caution due to low posting totals.

\*Time to Fill for a particular BGTGCC is determined using historic data for jobs. The indicators (Easier/Much Easier/Similar/Harder/Much Harder) are for a BGTGCC in the selected location relative to that occupation nationwide. Grayed out values should be used with caution due to low posting totals.

BGTGCC	BGTGCC Family	Number of Job Postings	Time to Fill	Burning Glass Salary	Location Quotient
Registered Nurse	Health Care including Nursing	Very High (23,538)	Similar (30 days)	\$78,174	Low (0.7)
Sales Representative	Sales	Very High (16,080)	Similar (39 days)	\$66,537	Low (0.8)
Retail Store Manager / Supervisor	Sales	Very High (14,141)	Similar (35 days)	\$46,772	Low (0.7)
Office / Administrative Assistant	Clerical and Administrative	Very High (9,639)	Similar (30 days)	\$47,002	Low (0.8)
Intensive / Critical Care Nurse	Health Care including Nursing	High (5,738)	Similar (30 days)	\$88,426	Low (0.8)
Restaurant / Food Service Manager	Hospitality, Food, and Tourism	High (4,761)	Similar (37 days)	\$52,397	Very Low (0.4)
Restaurant / Food Service Supervisor	Hospitality, Food, and Tourism	High (4,359)	Similar (36 days)	\$40,898	Very Low (0.6)
Bookkeeper / Accounting Clerk	Finance	High (4,312)	Similar (24 days)	\$51,107	Very Low (0.6)
Computer Support Specialist	Information Technology	High (4,157)	Similar (35 days)	\$58,879	Low (0.8)
Insurance Sales Agent	Finance	High (4,037)	Similar (42 days)	\$80,897	Very Low (0.6)
Recruiter	Human Resources	High (4,037)	Similar (34 days)	\$69,141	Average (1.2)
Preschool / Childcare Teacher	Education and Training	High (3,981)	Similar (43 days)	\$42,161	Low (0.8)
Real Estate Agent / Broker	Sales	High (3,848)	Similar (38 days)	\$66,892	Low (0.8)
Property / Real Estate / Community Manager	Business Management and Operations	High (3,646)	Similar (39 days)	\$54,878	High (1.3)
Account Manager / Representative	Sales	High (3,254)	Similar (40 days)	\$68,534	Average (1.0)
Quality Inspector / Technician	Manufacturing and Production	Medium (3,115)	Similar (32 days)	\$51,317	Average (1.0)
Construction Manager	Construction, Extraction, and Architecture	High (3,042)	Similar (40 days)	\$97,410	Average (1.1)
Account Executive	Sales	High (2,916)	Similar (43 days)	\$87,435	High (1.5)
Health Technician / Technologist (Other)	Health Care including Nursing	Medium (2,792)	Similar (35 days)	\$48,284	Low (0.7)
Maintenance / Service Supervisor	Maintenance, Repair, and Installation	Medium (2,767)	Similar (34 days)	\$65,982	Low (0.7)
Coach	Education and Training	Medium (2,740)	Similar (44 days)	\$52,220	Average (1.0)

Clinical Case Manager	Health Care including Nursing	High (2,420)	Similar (36 days)	\$65,745	Average (1.0)
Laboratory Technician	Health Care including Nursing	Medium (2,258)	Similar (32 days)	\$46,612	Low (0.7)
Scheduler / Operations Coordinator	Business Management and Operations	Medium (2,109)	Similar (34 days)	\$48,424	Low (0.7)
Loan Officer	Finance	Medium (2,087)	Similar (40 days)	\$78,386	Low (0.7)
Electrical and Electronics Technician	Engineering	Medium (2,055)	Similar (35 days)	\$59,038	Average (1.1)
Product Demonstrator	Sales	Medium (1,929)	Similar (39 days)	\$39,157	Average (1.1)
Human Resources / Labor Relations Specialist	Human Resources	High (1,900)	Similar (35 days)	\$65,862	Average (1.0)
Personal Banker / Banking Sales Staff	Finance	Medium (1,886)	Similar (42 days)	\$47,624	Average (0.9)
Office Manager	Clerical and Administrative	Medium (1,737)	Similar (39 days)	\$60,945	Average (0.9)
Executive Assistant	Clerical and Administrative	Medium (1,735)	Similar (32 days)	\$67,038	High (1.4)
Paralegal / Legal Assistant	Law, Compliance, and Public Safety	Medium (1,711)	Similar (39 days)	\$62,950	Low (0.8)
Network / Systems Administrator	Information Technology	Medium (1,689)	Similar (37 days)	\$85,138	Average (1.1)
Registrar / Patient Service Representative	Health Care including Nursing	Medium (1,682)	Similar (31 days)	\$43,825	Very Low (0.4)
Recreation / Activities Worker	Community and Social Services	Medium (1,611)	Similar (48 days)	\$39,671	Low (0.8)
General Engineering Technician / Technologist	Engineering	Medium (1,598)	Similar (33 days)	\$60,656	Very High (2.0)
Sales Supervisor	Sales	Medium (1,456)	Similar (38 days)	\$57,759	Average (0.9)
Building and General Maintenance Technician	Maintenance, Repair, and Installation	High (1,445)	Similar (34 days)	\$52,893	Very Low (0.4)
Nursing Manager / Supervisor	Health Care including Nursing	Medium (1,437)	Similar (35 days)	\$120,419	Low (0.8)
Personal Trainer / Fitness Instructor	Education and Training	Medium (1,429)	Similar (47 days)	\$61,238	Average (1.0)
Customer Service Manager	Customer and Client Support	Medium (1,253)	Similar (41 days)	\$72,353	High (1.3)
Radiologic Technician / Technologist	Health Care including Nursing	Medium (1,219)	Similar (32 days)	\$58,693	Very Low (0.6)
Estimator	Construction, Extraction, and Architecture	Medium (1,199)	Similar (40 days)	\$98,752	Low (0.8)
Payroll Specialist	Finance	Medium (1,185)	Similar (24 days)	\$64,025	Average (1.0)
Loan Processor / Assistant	Finance	Medium (1,164)	Similar (36 days)	\$58,973	Low (0.7)
Mental Health / Behavioral Counselor	Community and Social Services	Medium (1,123)	Similar (40 days)	\$64,702	Low (0.8)
Production Supervisor	Manufacturing and Production	Medium (1,116)	Similar (35 days)	\$59,585	Very Low (0.5)
Tutor	Education and Training	Medium (1,067)	Easier (39 days)	\$53,097	Average (1.1)
Warehouse / Distribution Supervisor	Business Management and Operations	Medium (1,056)	Similar (37 days)	\$45,807	Low (0.8)
Storage / Distribution Manager	Business Management and Operations	Medium (1,028)	Similar (31 days)	\$50,230	Average (0.9)

Construction Foreman	Construction, Extraction, and Architecture	Medium (1,014)	Similar (38 days)	\$74,046	Low (0.8)
Respiratory Therapist	Health Care including Nursing	Medium (1,013)	Similar (28 days)	\$46,024	Very Low (0.5)
Training and Development Specialist	Education and Training	Medium (1,010)	Similar (39 days)	\$60,143	Average (0.9)
Document Control / Management Specialist	Law, Compliance, and Public Safety	Medium (886)	Similar (34 days)	\$68,215	Average (1.2)
Facilities Manager	Business Management and Operations	Medium (883)	Similar (37 days)	\$66,387	Average (1.2)
Veterinary Technician / Technologist	Health Care including Nursing	Medium (882)	Similar (53 days)	\$54,964	Average (0.9)
Sales Assistant	Sales	Medium (808)	Similar (33 days)	\$46,959	Low (0.8)
Ultrasound Technologist / Sonographer	Health Care including Nursing	Medium (794)	Similar (29 days)	\$59,968	Low (0.7)
Industrial / Mechanical Engineering Technician	Engineering	Medium (747)	Similar (34 days)	\$56,193	Average (1.0)
Claims Specialist / Adjuster / Examiner	Finance	Medium (728)	Similar (39 days)	\$60,514	Low (0.7)
Cargo Coordinator / Freight Forwarder	Business Management and Operations	Medium (723)	Similar (26 days)	\$49,499	Low (0.8)
Photographer	Design, Media, and Writing	Medium (717)	Similar (42 days)	\$57,816	Average (1.1)
Administrative Manager	Clerical and Administrative	Medium (713)	Similar (42 days)	\$70,287	Average (1.1)
MRI / CT Technician / Technologist	Health Care including Nursing	Medium (689)	Similar (31 days)	\$40,851	Low (0.7)
Human Resources Assistant	Human Resources	Medium (655)	Similar (29 days)	\$48,071	Low (0.7)
Event Planner	Hospitality, Food, and Tourism	Medium (638)	Easier (35 days)	\$54,041	Average (1.0)
Social / Human Service Assistant	Community and Social Services	Medium (591)	Similar (39 days)	\$47,067	Very Low (0.6)
Loss Prevention / Asset Protection Specialist	Law, Compliance, and Public Safety	Medium (583)	Similar (29 days)	\$47,037	Very High (2.7)
Legal Secretary	Clerical and Administrative	Medium (552)	Similar (26 days)	\$65,334	Very High (1.6)
Residential Assistant / Advisor	Community and Social Services	Medium (547)	Similar (44 days)	\$42,972	Low (0.8)
Interpreter / Translator	Design, Media, and Writing	Medium (538)	Similar (43 days)	\$54,715	Low (0.8)
Dental Hygienist	Health Care including Nursing	Low (534)	Similar (31 days)	\$110,591	Very Low (0.6)
Logistician / Supply Chain Specialist	Business Management and Operations	Medium (511)	Similar (38 days)	\$58,166	Average (1.0)
CAD Designer / Drafter	Engineering	Medium (508)	Similar (40 days)	\$60,461	Low (0.8)
Artist / Illustrator	Design, Media, and Writing	Medium (505)	Similar (41 days)	\$62,888	High (1.4)
Network / Systems Support Specialist	Information Technology	Medium (504)	Similar (39 days)	\$72,560	Average (1.2)
Police Officer	Law, Compliance, and Public Safety	Low (496)	Similar (53 days)	\$72,416	Low (0.7)
Administrative Supervisor	Clerical and Administrative	Medium (485)	Similar (36 days)	\$54,189	Low (0.8)
Medical Biller	Clerical and Administrative	Low (467)	Similar (28 days)	\$45,846	Very Low (0.5)

Tax Preparer	Finance	Medium (463)	Similar (17 days)	\$57,614	Low (0.7)
Hotel Manager	Hospitality, Food, and Tourism	Medium (432)	Similar (31 days)	\$59,206	Very Low (0.5)
Construction / Building Inspector	Construction, Extraction, and Architecture	Low (420)	Similar (38 days)	\$76,845	Low (0.7)
Transportation Supervisor	Business Management and Operations	Low (383)	Similar (38 days)	\$50,400	Low (0.8)
Medical Records Clerk / Technician	Health Care including Nursing	Low (380)	Similar (32 days)	\$44,078	Very Low (0.5)
Chemical Technician	Science and Research	Medium (370)	Similar (40 days)	\$50,187	Very High (2.8)
Self-Enrichment Teacher	Education and Training	Low (364)	Similar (47 days)	\$48,900	Average (1.0)
Telemarketer	Sales	Low (338)	Similar (40 days)	\$125,138	Very Low (0.6)
Financial Services Sales Agent	Finance	Medium (331)	Similar (37 days)	\$76,304	Very Low (0.5)
Telemetry Technician	Health Care including Nursing	Low (326)	Similar (23 days)	N/A	Average (0.9)
Surveyor	Engineering	Low (314)	Similar (37 days)	\$75,604	Low (0.8)
Mechanical / Electrical Drafter	Engineering	Low (305)	Similar (40 days)	\$69,311	Average (1.0)
Medical Office / Practice Manager	Health Care including Nursing	Low (296)	Similar (37 days)	\$62,040	Average (1.2)
Property Appraiser / Assessor	Finance	Low (263)	Similar (43 days)	\$68,275	Average (1.1)
Actor	Performing Arts	Low (260)	Similar (33 days)	\$54,379	Average (0.9)
Membership Sales Representative	Sales	Low (256)	Similar (40 days)	\$41,338	Very Low (0.6)
Childcare / Preschool Director	Education and Training	Low (254)	Similar (41 days)	\$52,186	Low (0.8)
Surveillance Officer / Investigator	Law, Compliance, and Public Safety	Low (250)	Similar (41 days)	\$63,062	Average (0.9)
Payroll Manager	Finance	Low (236)	Similar (33 days)	\$107,354	Very High (2.4)
Electrical / Electronic Designer	Engineering	Medium (226)	Similar (39 days)	\$89,851	High (1.4)
Audio / Visual Technician	Design, Media, and Writing	Low (209)	Similar (47 days)	\$63,034	Average (0.9)
Purchasing Assistant	Business Management and Operations	Low (196)	Similar (31 days)	\$50,026	Very Low (0.6)
Credit / Loan Counselor	Finance	Low (184)	Similar (41 days)	\$57,931	Low (0.7)
Pet Trainer	Personal Services	Low (182)	Similar (44 days)	\$49,304	Low (0.8)
Civil Engineering Technician	Engineering	Low (181)	Similar (39 days)	\$67,796	Low (0.7)
Transportation Manager	Business Management and Operations	Low (177)	Similar (39 days)	\$65,659	Very Low (0.6)
Advertising Sales Representative	Sales	Low (174)	Similar (41 days)	\$62,746	Average (1.0)
Community Health Worker	Health Care including Nursing	Low (174)	Harder (52 days)	\$51,150	Average (1.1)
Clinical Analyst / Clinical Documentation and Improvement Specialist	Health Care including Nursing	Low (170)	Similar (34 days)	\$80,203	Low (0.7)

Clinical Data Systems Specialist / Manager	Health Care including Nursing	Medium (170)	Similar (33 days)	\$83,445	Low (0.8)
Safety Specialist / Coordinator	Law, Compliance, and Public Safety	Medium (168)	Similar (37 days)	\$58,422	Low (0.8)
Emergency Room / Department Technician	Health Care including Nursing	Low (160)	Similar (32 days)	\$55,162	Very Low (0.5)
Videographer	Design, Media, and Writing	Low (159)	Easier (35 days)	\$71,596	Low (0.7)
Enrollment / Admission Counselor	Community and Social Services	Low (155)	Similar (45 days)	\$54,765	Low (0.7)
Enrollment / Eligibility Specialist	Clerical and Administrative	Low (154)	Similar (34 days)	\$52,376	Very Low (0.5)
Library Assistant / Technician	Education and Training	Low (151)	Similar (55 days)	\$48,874	Very Low (0.6)
Hazardous Materials Worker	Manufacturing and Production	Low (150)	Similar (36 days)	\$53,717	Average (0.9)
Travel / Tour Guide	Hospitality, Food, and Tourism	Low (148)	Similar (38 days)	\$43,145	Low (0.7)
Music Teacher	Education and Training	Low (144)	Similar (50 days)	\$70,863	Low (0.7)
Medical Coder	Health Care including Nursing	Low (141)	Similar (29 days)	\$48,986	Very Low (0.2)
Dance Teacher	Education and Training	Low (134)	Easier (48 days)	\$60,676	High (1.3)
Farm / Ranch Manager	Agriculture, Horticulture, & the Outdoors	Low (128)	Similar (35 days)	\$57,840	Average (1.0)
Civil / Architectural Designer / Drafter	Engineering	Low (120)	Similar (44 days)	\$65,337	Very Low (0.6)
Robotics Technician	Engineering	Low (116)	Similar (31 days)	\$54,920	Average (1.1)
Health Information Technician / Cancer Registrar	Health Care including Nursing	Low (114)	Similar (31 days)	\$50,440	Very Low (0.4)
Transportation Inspector	Transportation	Low (113)	Similar (36 days)	\$47,080	Low (0.8)
Accounts Payable / Receivable Manager	Finance	Low (112)	Easier (30 days)	\$84,522	Average (0.9)
Ship / Boat Captain	Transportation	Low (105)	Similar (35 days)	\$58,649	Very Low (0.5)
Legal Support Specialist	Law, Compliance, and Public Safety	Low (95)	Similar (35 days)	\$61,485	Average (1.0)
Art Teacher	Education and Training	Low (93)	Similar (46 days)	\$54,389	Average (1.1)
Histotechnologist / Histotechnician	Health Care including Nursing	Low (93)	Similar (34 days)	\$60,645	Very Low (0.5)
Dialysis Technician	Health Care including Nursing	Low (92)	Much Easier (21 days)	N/A	Very Low (0.5)
Broadcast Technician	Design, Media, and Writing	Low (90)	Easier (37 days)	\$43,118	Very Low (0.5)
Travel Agent	Hospitality, Food, and Tourism	Low (87)	Easier (33 days)	\$56,506	Very Low (0.6)
Criminal Investigator	Law, Compliance, and Public Safety	Low (83)	Similar (46 days)	\$109,630	Very Low (0.6)
Fire Chief / Marshal	Law, Compliance, and Public Safety	Low (82)	Similar (38 days)	\$98,905	Average (0.9)
Sound Engineering Technician	Design, Media, and Writing	Low (82)	Easier (42 days)	\$85,542	Very High (2.0)
Radio / Television Announcer	Design, Media, and Writing	Low (77)	Similar (57 days)	\$50,425	Low (0.8)

Radiation Therapist	Health Care including Nursing	Low (72)	Much Easier (32 days)	N/A	Low (0.7)
Musician / Singer	Performing Arts	Low (68)	Similar (36 days)	\$58,023	Very Low (0.6)
Immigration / Customs Inspector	Law, Compliance, and Public Safety	Low (67)	Harder (59 days)	N/A	Very Low (0.4)
Patient Advocate / Navigator	Health Care including Nursing	Low (66)	Similar (45 days)	\$56,924	Very Low (0.4)
Computer Operator	Information Technology	Low (65)	Easier (29 days)	\$58,861	Low (0.7)
Correctional Officer / Jailer	Law, Compliance, and Public Safety	Low (64)	Similar (43 days)	\$66,999	Very Low (0.1)
Crime Scene / Forensic Science Technician	Law, Compliance, and Public Safety	Low (60)	Similar (54 days)	\$70,736	Average (0.9)
Merchandising Manager	Sales	Low (59)	Similar (37 days)	\$47,252	Low (0.7)
Food / Agricultural Technician	Manufacturing and Production	Low (58)	Harder (44 days)	\$47,190	Very Low (0.4)
Nuclear Medicine Technologist	Health Care including Nursing	Low (57)	Similar (35 days)	N/A	Low (0.7)
Pilot	Transportation	Low (53)	Easier (40 days)	\$61,914	Very Low (0.4)
Makeup Artist	Personal Services	Low (51)	Similar (45 days)	\$67,928	Low (0.7)
Production Plant Manager	Manufacturing and Production	Medium (51)	Similar (38 days)	\$102,209	Very Low (0.4)
Forest / Conservation Technician	Agriculture, Horticulture, & the Outdoors	Low (49)	Similar (40 days)	\$67,314	Very Low (0.3)
Police Chief / Sergeant	Law, Compliance, and Public Safety	Low (49)	Similar (49 days)	\$102,712	Very Low (0.6)
Call Center Manager	Customer and Client Support	Low (48)	Similar (39 days)	\$58,138	Very Low (0.3)
Credit Checker / Clerk	Finance	Low (45)	Similar (43 days)	\$42,695	Low (0.7)
Gaming Supervisor	Hospitality, Food, and Tourism	Low (42)	Similar (42 days)	\$55,311	Very Low (0.3)
Sheriff	Law, Compliance, and Public Safety	Low (40)	Similar (48 days)	\$83,966	Very Low (0.6)
Wind Turbine Technician	Maintenance, Repair, and Installation	Low (39)	Harder (42 days)	N/A	Very Low (0.4)
Financial Aid Counselor / Specialist	Finance	Low (38)	Similar (42 days)	\$48,314	Very Low (0.5)
Fish Hatchery Manager / Technician	Agriculture, Horticulture, & the Outdoors	Low (37)	Similar (34 days)	\$38,805	Very Low (0.6)
Clinical Auditor / Utilization Reviewer	Health Care including Nursing	Low (31)	Easier (26 days)	N/A	Very Low (0.4)
Municipal / License / Court Clerk	Clerical and Administrative	Low (27)	Similar (38 days)	\$90,001	Very Low (0.4)
Clinical Nurse Educator	Health Care including Nursing	Low (23)	Similar (35 days)	N/A	Average (1.0)
General Manager	Business Management and Operations	High (20)	Similar (40 days)	\$44,907	Low (0.8)
Graphic Designer / Desktop Publisher	Design, Media, and Writing	Medium (20)	Similar (39 days)	N/A	High (1.5)
Music Director	Performing Arts	Low (20)	Similar (48 days)	N/A	Very Low (0.5)
Collections Manager	Clerical and Administrative	Low (17)	Similar (35 days)	N/A	Very Low (0.4)
Speech Language Pathology Assistant	Health Care including Nursing	Low (17)	Easier (28 days)	N/A	Very High (1.8)

Drama Teacher	Education and Training	Low (16)	Similar (48 days)	N/A	Average (1.2)
Financial Operations Specialist	Finance	Low (16)	Similar (48 days)	N/A	Very Low (0.2)
Test Technician	Engineering	Low (15)	Easier (29 days)	N/A	Very High (3.4)
Nursery / Greenhouse Manager	Agriculture, Horticulture, & the Outdoors	Low (14)	Similar (31 days)	N/A	Average (1.2)
Medical Records / Coding Supervisor	Health Care including Nursing	Low (9)	Similar (31 days)	N/A	Very Low (0.3)
Grants Manager / Administrator	Business Management and Operations	Low (8)	Similar (42 days)	N/A	High (1.3)
Environmental Engineering Technician	Engineering	Low (6)	Similar (38 days)	N/A	Very Low (0.6)
Pet Care Worker / Manager	Personal Services	Medium (5)	Similar (35 days)	N/A	Very Low (0.4)
Salon / Spa Manager	Hospitality, Food, and Tourism	Low (4)	Similar (39 days)	N/A	Average (1.1)
Composer	Performing Arts	Low (3)	Similar (37 days)	N/A	Average (1.1)
Mystery Shopper	Sales	Low (2)	Much Harder (70 days)	N/A	Average (1.0)
Youth Counselor / Worker	Community and Social Services	Low (2)	Similar (43 days)	N/A	Very Low (0.1)
Health Information Manager / Director	Health Care including Nursing	Low (1)	Similar (31 days)	N/A	Very Low (0.0)
Satellite / Broadband Technician	Maintenance, Repair, and Installation	Medium (1)	Similar (39 days)	N/A	Very Low (0.0)

Unspecified postings: 4,880