



25 Occupations in 5 California Counties

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What is Lightcast Data?

Lightcast data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumé, and job postings to give you a complete view of the workforce.

Lightcast data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.



Report Parameters

25 Occupations

13-1111 Management Analysts

13-1161 Market Research Analysts and Marketing Specialists

15-2041 Statisticians

15-2051 Data Scientists

11-1011 Chief Executives

11-1021 General and Operations Managers

11-2022 Sales Managers

11-3012 Administrative Services Managers

11-3013 Facilities Managers

See Appendix A for all 25 Occupations

5 Counties

6001 Alameda County, CA

6013 Contra Costa County, CA

6075 San Francisco County, CA

6081 San Mateo County, CA

6085 Santa Clara County, CA

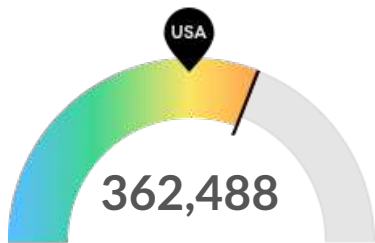
Class of Worker

QCEW Employees

The information in this report pertains to the chosen occupations and geographical areas.

Executive Summary

Aggressive Job Posting Demand Over a Deep Supply of Regional Jobs



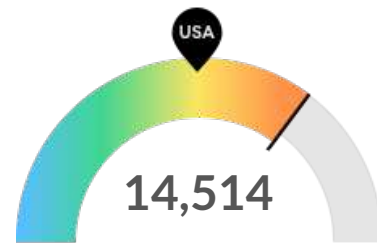
Jobs (2022)

Your area is a hotspot for this kind of job. The national average for an area this size is 260,065* employees, while there are 362,488 here.



Compensation

Earnings are high in your area. The national median salary for your occupations is \$91,536, compared to \$128,112 here.



Job Posting Demand

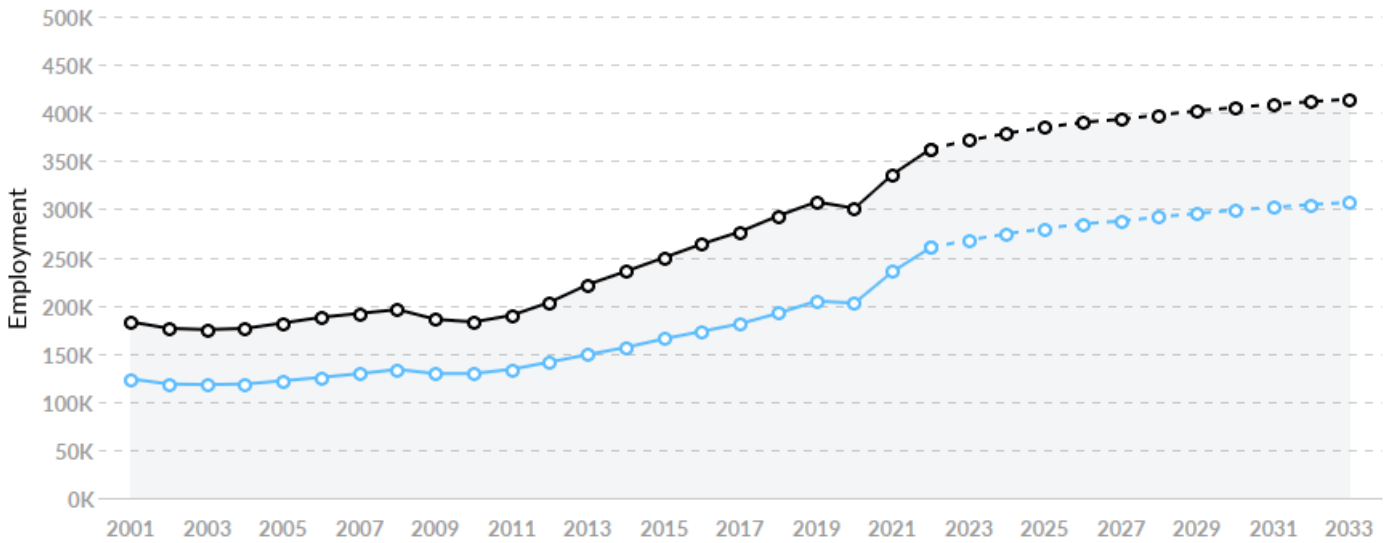
Job posting activity is high in your area. The national average for an area this size is 8,244* job postings/mo, while there are 14,514 here.

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Jobs

Regional Employment Is Higher Than the National Average

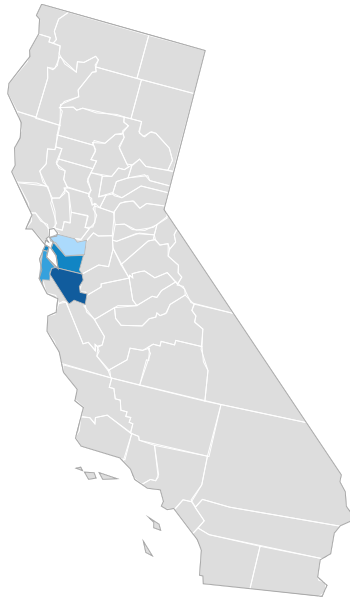
An average area of this size typically has 260,065* jobs, while there are 362,488 here. This higher than average supply of jobs may make it easier for workers in this field to find employment in your area.



Region	2022 Jobs	2029 Jobs	Change	% Change
● 5 California Counties	362,488	401,861	39,373	10.9%
● National Average	260,065	295,540	35,474	13.6%

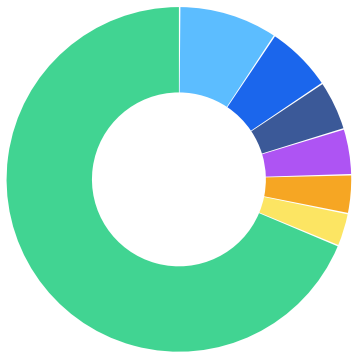
*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Regional Breakdown



County	2022 Jobs
Santa Clara County, CA	114,249
San Francisco County, CA	90,990
Alameda County, CA	76,365
San Mateo County, CA	49,292
Contra Costa County, CA	31,593

Most Jobs are Found in the Computer Systems Design and Related Services Industry Sector

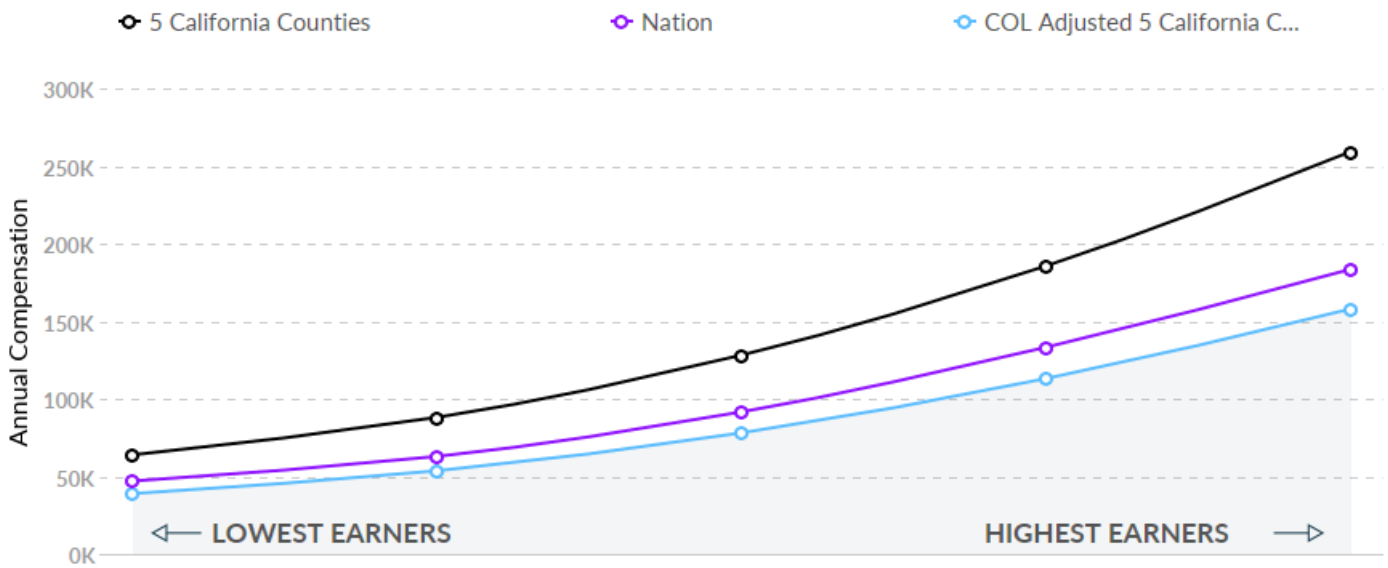


Industry	% of Occupation in Industry (2022)
Computer Systems Design and Related Services	9.3%
Management, Scientific, and Technical Consulting Services	6.3%
Scientific Research and Development Services	4.7%
Management of Companies and Enterprises	4.3%
Software Publishers	3.6%
Web Search Portals, Libraries, Archives, and Other Information Services	3.1%
Other	68.8%

Compensation

Regional Compensation Is 40% Higher Than National Compensation

For your occupations, the 2022 median wage in your area is \$128,112, while the national median wage is \$91,536.



Job Posting Activity



275,767 Unique Job Postings

The number of unique postings for this job from Jan 2022 to Jul 2023.



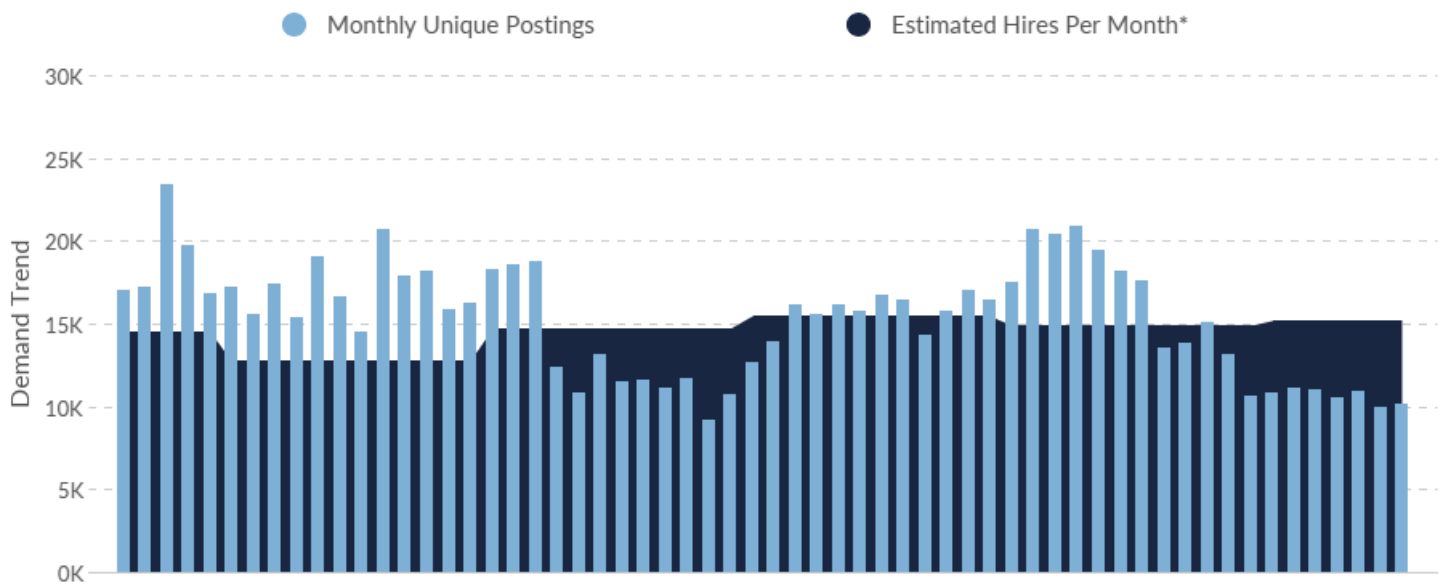
23,439 Employers Competing

All employers in the region who posted for this job from Jan 2022 to Jul 2023.



30 Day Median Duration

Posting duration is the same as what's typical in the region.



Occupation	Avg Monthly Postings (Jan 2022 - Jul 2023)	Avg Monthly Hires (Jan 2022 - Jul 2023)
Managers, All Other	3,052	1,105
General and Operations Managers	1,718	2,646
Sales Managers	1,378	970
Data Scientists	1,227	505
Human Resources Specialists	1,012	1,383

*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Lightcast hires are calculated using a combination of Lightcast jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Occupation	Avg Monthly Postings (Jan 2022 - Jul 2023)	Avg Monthly Hires (Jan 2022 - Jul 2023)
Management Analysts	920	1,266
Project Management Specialists	925	1,144
Market Research Analysts and Marketing Specialists	796	1,459
Construction Managers	479	342
Human Resources Managers	418	320
Industrial Production Managers	335	141
Transportation, Storage, and Distribution Managers	300	185
Facilities Managers	292	144
Business Operations Specialists, All Other	223	1,752
Administrative Services Managers	255	285
Logisticians	232	277
Cost Estimators	159	264
Compensation, Benefits, and Job Analysis Specialists	148	122
Statisticians	147	51
Social and Community Service Managers	151	197
Chief Executives	104	264
Training and Development Managers	78	67
Compensation and Benefits Managers	70	24
Personal Service Managers, All Other	91	17
Entertainment and Recreation Managers, Except Gambling	5	78

Top Companies	Unique Postings	Top Job Titles	Unique Postings
University of California	3,373 	Project Managers	6,953 
Stanford University	2,874 	Program Managers	5,372 
Google	2,553 	Data Scientists	3,946 
Randstad	2,511 	Business Analysts	3,204 
Meta	2,330 	Data Analysts	2,801 
Robert Half	2,203 	Technical Program Managers	2,569 
Deloitte	2,073 	Operations Managers	2,293 
Amazon	1,864 	Project Coordinators	2,290 
Apple	1,571 	Human Resources Generalists	2,170 
VirtualVocations	1,512 	Recruiters	1,864 

Top Distinguishing Skills by Demand

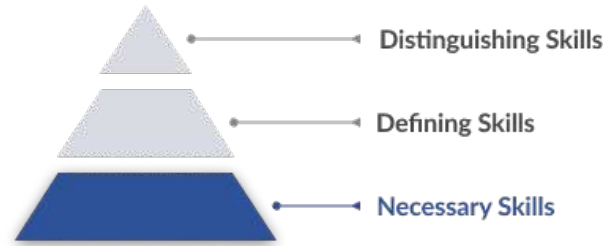
Not enough data to display Distinguishing Skills for this occupation.

Top Defining Skills by Demand

Not enough data to display Defining Skills for this occupation.

Top Necessary Skills by Demand

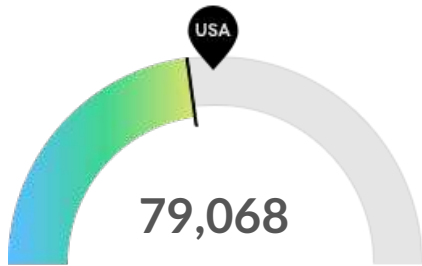
An occupation's Necessary Skills are the specialized skills required for that job and relevant across other similar jobs. An employee needs these skills as building blocks to perform the more complex Defining Skills.



Skill	Salary Boosting	Job Postings Requesting
Project Management	✓	77,860
Marketing	✗	47,692
Finance	✓	32,899
Data Analysis	✗	31,608
Auditing	✗	22,874
SQL (Programming Language)	✗	21,369
Process Improvement	✗	20,776
Computer Science	✓	20,163
Workflow Management	✗	19,903
Business Development	✗	18,683

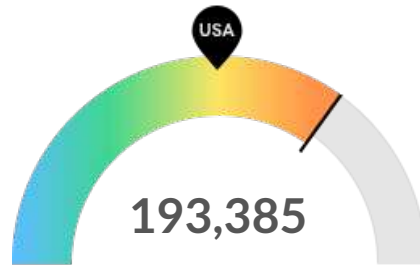
Demographics

Retirement Risk Is Low, While Overall Diversity Is High



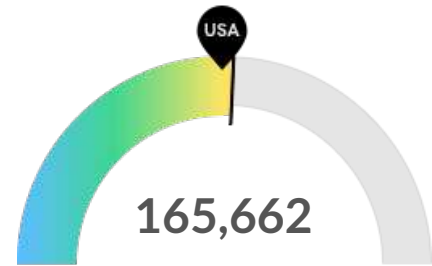
Retiring Soon

Retirement risk is low in your area. The national average for an area this size is 89,908* employees 55 or older, while there are 79,068 here.



Racial Diversity

Racial diversity is high in your area. The national average for an area this size is 111,458* racially diverse employees, while there are 193,385 here.

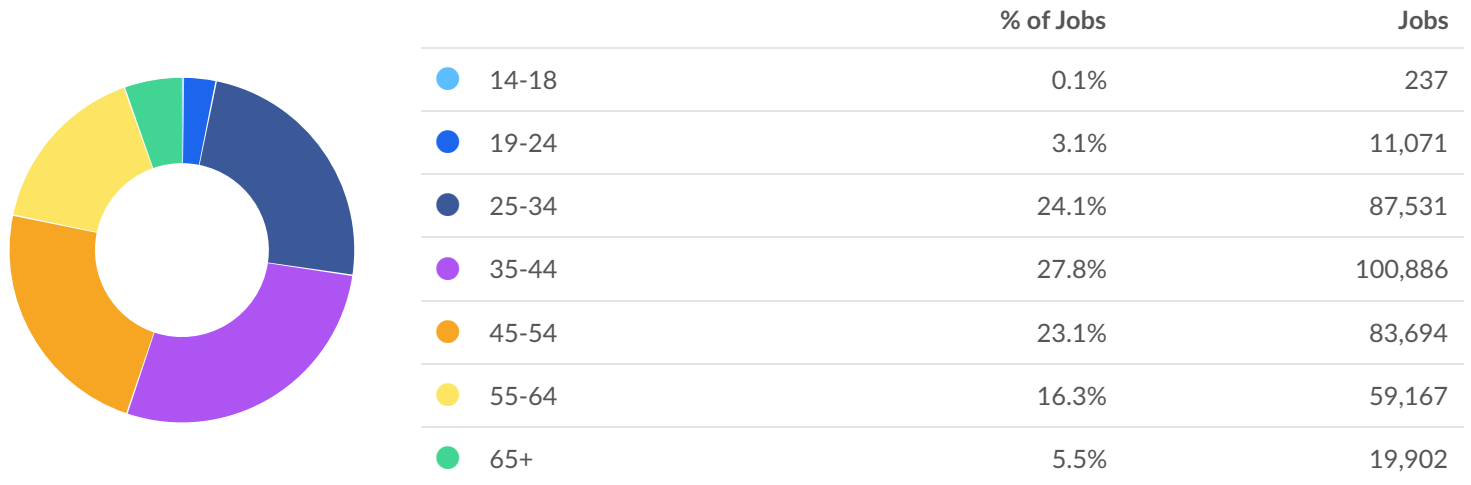


Gender Diversity

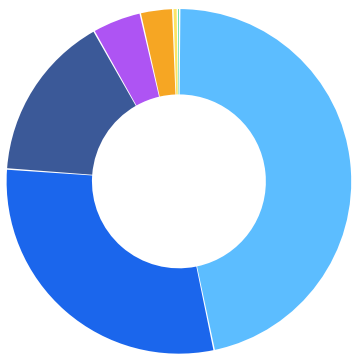
Gender diversity is about average in your area. The national average for an area this size is 158,765* female employees, while there are 165,662 here.

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Occupation Age Breakdown

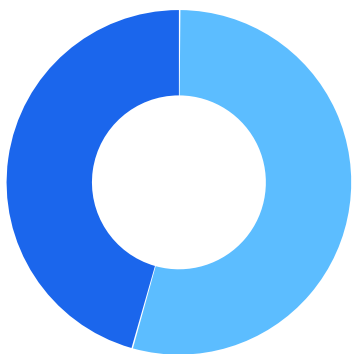


Occupation Race/Ethnicity Breakdown



	% of Jobs	Jobs
White	46.7%	169,103
Asian	29.4%	106,665
Hispanic or Latino	15.7%	56,788
Black or African American	4.6%	16,611
Two or More Races	3.0%	11,010
Native Hawaiian or Other Pacific Islander	0.4%	1,543
American Indian or Alaska Native	0.2%	767

Occupation Gender Breakdown



	% of Jobs	Jobs
Males	54.3%	196,827
Females	45.7%	165,662

Occupational Programs



171 Programs

Of the programs that can train for this job, 171 have produced completions in the last 5 years.



55,583 Completions (2021)











The completions from all regional institutions for all degree types.



57,830 Openings (2021)

The average number of openings for an occupation in the region is 735.

CIP Code	Top Programs	Completions (2021)
52.0201	Business Administration and Management, General	9,194
24.0101	Liberal Arts and Sciences/Liberal Studies	8,587
42.0101	Psychology, General	3,668
11.0701	Computer Science	2,858
26.0101	Biology/Biological Sciences, General	2,119
30.0101	Biological and Physical Sciences	2,083
45.1101	Sociology, General	1,873
45.1001	Political Science and Government, General	1,372
45.0101	Social Sciences, General	1,320
52.1301	Management Science	1,282

Top Schools	Completions (2021)	
University of California-Berkeley	8,349	
San Jose State University	6,191	
San Francisco State University	4,501	
California State University-East Bay	3,886	
Stanford University	2,814	
De Anza College	2,154	
Diablo Valley College	1,993	
University of San Francisco	1,983	
City College of San Francisco	1,874	
Chabot College	1,652	

Appendix A (Occupations)

Code	Description
13-1111	Management Analysts
13-1161	Market Research Analysts and Marketing Specialists
15-2041	Statisticians
15-2051	Data Scientists
11-1011	Chief Executives
11-1021	General and Operations Managers
11-2022	Sales Managers
11-3012	Administrative Services Managers
11-3013	Facilities Managers
11-3051	Industrial Production Managers
11-3071	Transportation, Storage, and Distribution Managers
11-9021	Construction Managers

Code	Description
11-9072	Entertainment and Recreation Managers, Except Gambling
11-9151	Social and Community Service Managers
11-9179	Personal Service Managers, All Other
11-9199	Managers, All Other
13-1051	Cost Estimators
13-1082	Project Management Specialists
11-3111	Compensation and Benefits Managers
11-3121	Human Resources Managers
11-3131	Training and Development Managers
13-1071	Human Resources Specialists
13-1081	Logisticians
13-1141	Compensation, Benefits, and Job Analysis Specialists

Code	Description
13-1199	Business Operations Specialists, All Other

Appendix B - Data Sources and Calculations

Location Quotient

Location quotient (LQ) is a way of quantifying how concentrated a particular industry, cluster, occupation, or demographic group is in a region as compared to the nation. It can reveal what makes a particular region unique in comparison to the national average.

Occupation Data

Emsi occupation employment data are based on final Emsi industry data and final Emsi staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates are also affected by county-level Emsi earnings by industry.

Staffing Patterns Data

The staffing pattern data in this report are compiled from several sources using a specialized process. For QCEW and Non-QCEW Employees classes of worker, sources include Occupational Employment Statistics, the National Industry-Occupation Employment Matrix, and the American Community Survey. For the Self-Employed and Extended Proprietors classes of worker, the primary source is the American Community Survey, with a small amount of information from Occupational Employment Statistics.

Cost of Living Data

Emsi's cost of living data is based on the Cost of Living Index published by the Council for Community and Economic Research (C2ER).

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

Institution Data

The institution data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.