

A blurred background image of a business meeting. Several people in dark suits are seated around a table, with their hands and pens visible as they appear to be reviewing documents or a tablet. The image is dimmed to allow text to be overlaid.

3 Occupations in 5 California Counties

Contents

What is Lightcast Data?	1
Report Parameters	2
Executive Summary	3
Jobs	4
Compensation	7
Job Posting Activity	8
Demographics	11
Occupational Programs	13

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, resumés, 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

3 Occupations

11-1011 Chief Executives

11-1021 General and Operations Managers

13-1199 Business Operations Specialists, All Other

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

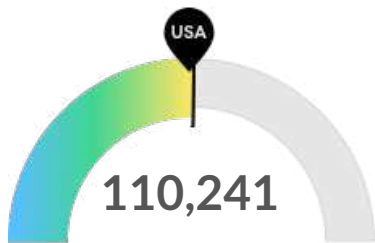
Class of Worker

QCEW Employees

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

Executive Summary

Aggressive Job Posting Demand Over an Average Supply of Regional Jobs



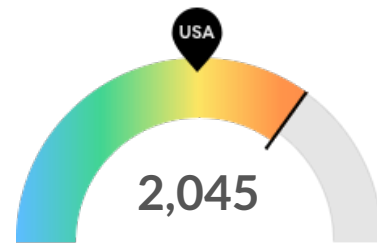
Jobs (2022)

Your area is about average for this kind of job. The national average for an area this size is 108,706* employees, while there are 110,241 here.



Compensation

Earnings are high in your area. The national median salary for your occupations is \$92,261, compared to \$123,389 here.



Job Posting Demand

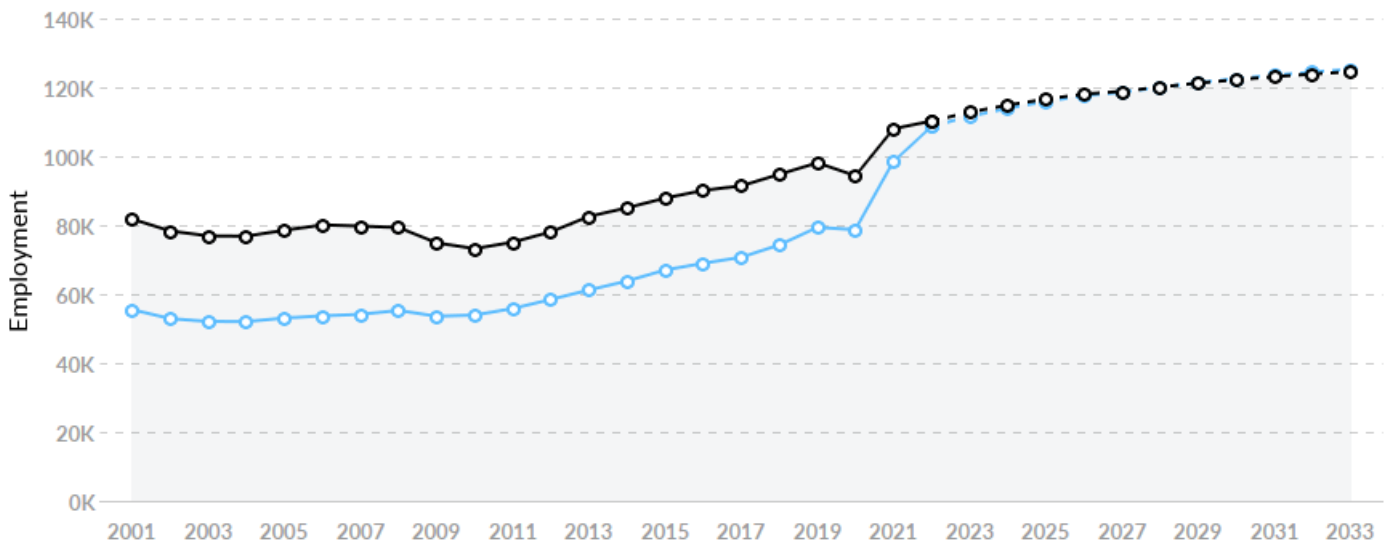
Job posting activity is high in your area. The national average for an area this size is 1,182* job posting/mo, while there are 2,045 here.

*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 About Equal to the National Average

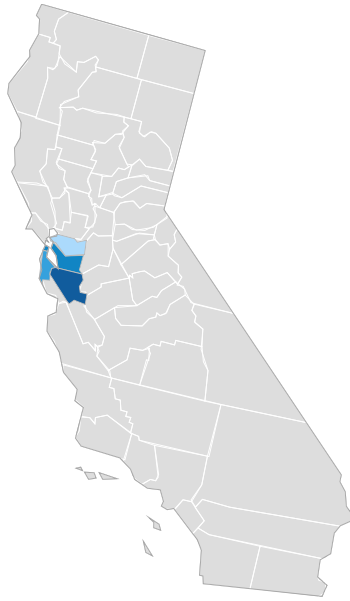
An average area of this size typically has 108,706* jobs, while there are 110,241 here.



Region	2022 Jobs	2029 Jobs	Change	% Change
● 5 California Counties	110,241	121,235	10,994	10.0%
● National Average	108,706	121,344	12,638	11.6%

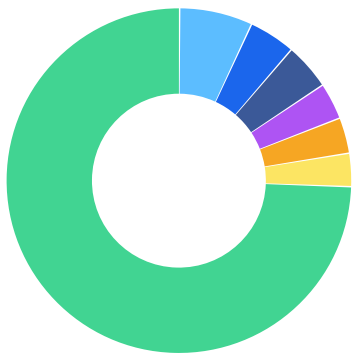
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Regional Breakdown



County	2022 Jobs
Santa Clara County, CA	33,498
San Francisco County, CA	27,283
Alameda County, CA	23,940
San Mateo County, CA	15,138
Contra Costa County, CA	10,383

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

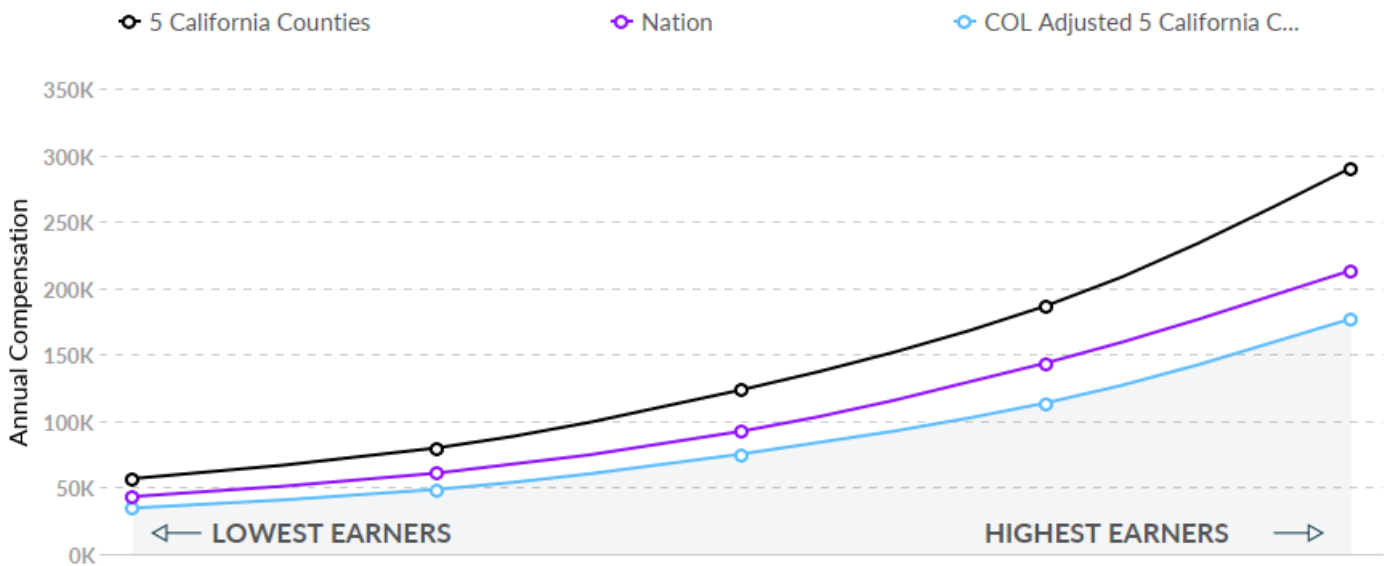


Industry	% of Occupation in Industry (2022)
 Computer Systems Design and Related Services	6.9%
 Management, Scientific, and Technical Consulting Services	4.4%
 Scientific Research and Development Services	4.4%
 Management of Companies and Enterprises	3.4%
 Media Streaming Distribution Services, Social Networks, and Other Media Networks and Content Providers	3.4%
 Computer and Peripheral Equipment Manufacturing	3.1%
 Other	74.5%

Compensation

Regional Compensation Is 34% Higher Than National Compensation

For your occupations, the 2022 median wage in your area is \$123,389, while the national median wage is \$92,261.



Job Posting Activity



38,863 Unique Job Postings

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



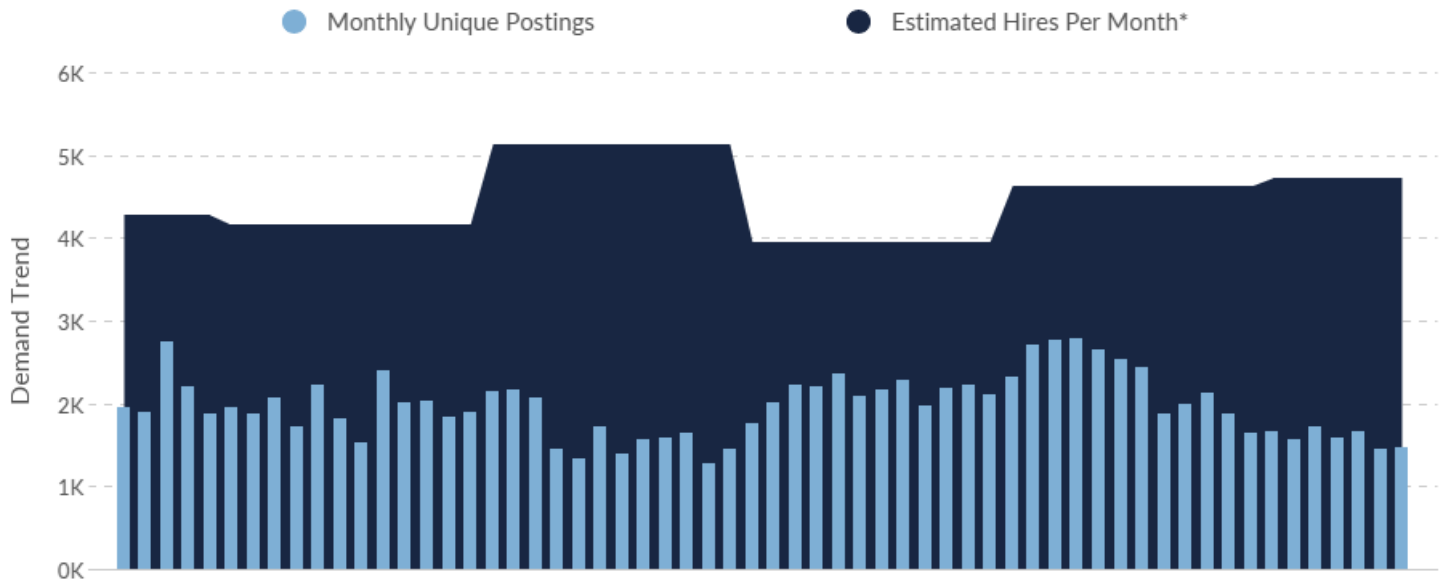
8,044 Employers Competing

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)
General and Operations Managers	1,718	2,646
Business Operations Specialists, All Other	223	1,752
Chief Executives	104	264

*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.

Top Companies	Unique Postings	Top Job Titles	Unique Postings
Google	610 	Operations Managers	2,199 
Stanford University	471 	General Managers	1,095 
University of California	406 	Operations Supervisors	942 
Meta	395 	Principal Product Managers	765 
Security Industry Specialists	372 	Security Specialists	738 
Walmart	370 	Directors of Operations	704 
Amazon	323 	Chiefs of Staff	594 
CVS Health	318 	Operations Coordinators	482 
Randstad	238 	Business Operations Managers	391 
Gap	222 	Assistant Operations Managers	377 

Top Distinguishing Skills by Demand

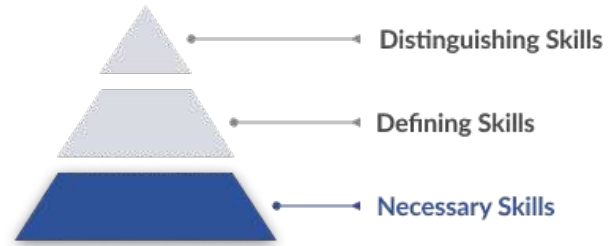
Not enough data to display Distinguishing Skills for this occupation.

Top Defining Skills by Demand

Not enough data to display Defining Skills for this occupation.

Top Necessary Skills by Demand

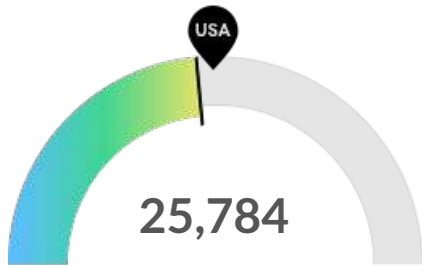
An occupation's Necessary Skills are the specialized skills required for that job and relevant across other similar jobs. An employee needs these skills as building blocks to perform the more complex Defining Skills.



Skill	Salary Boosting	Job Postings Requesting
Project Management	✘	8,454
Finance	✘	6,711
Marketing	✘	6,326
Auditing	✘	4,238
Process Improvement	✘	4,026
Key Performance Indicators (KPIs)	✘	3,759
Accounting	✘	3,110
Valid Driver's License	✘	2,352
Merchandising	✘	2,300
Change Management	✘	2,083

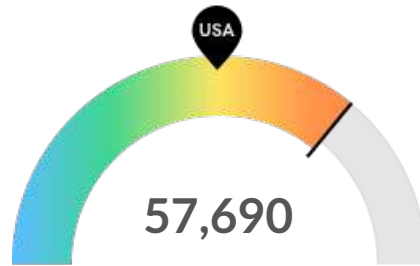
Demographics

Retirement Risk Is About Average, While Overall Diversity Is High



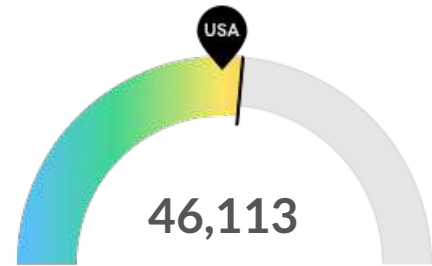
Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 28,096* employees 55 or older, while there are 25,784 here.



Racial Diversity

Racial diversity is high in your area. The national average for an area this size is 31,388* racially diverse employees, while there are 57,690 here.

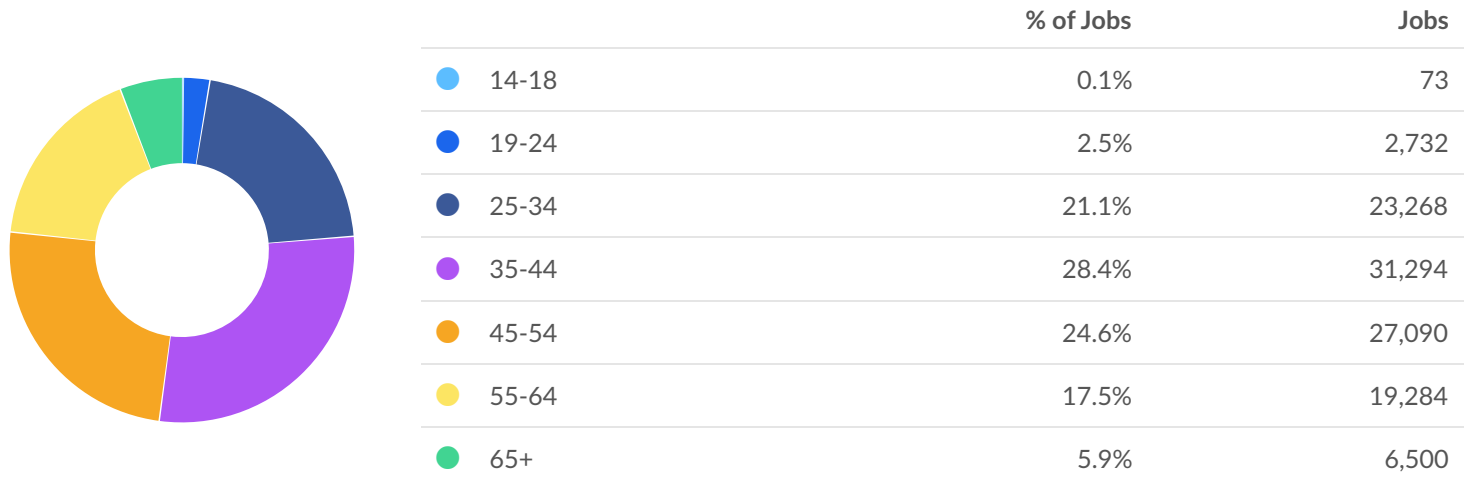


Gender Diversity

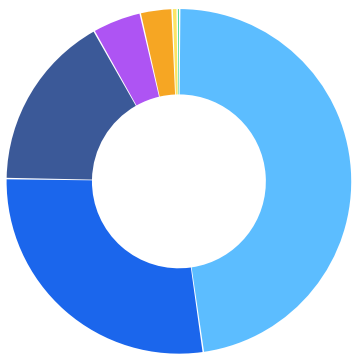
Gender diversity is about average in your area. The national average for an area this size is 42,441* female employees, while there are 46,113 here.

*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.

Occupation Age Breakdown



Occupation Race/Ethnicity Breakdown



	% of Jobs	Jobs
White	47.7%	52,551
Asian	27.5%	30,339
Hispanic or Latino	16.6%	18,260
Black or African American	4.6%	5,037
Two or More Races	3.0%	3,280
Native Hawaiian or Other Pacific Islander	0.5%	521
American Indian or Alaska Native	0.2%	254

Occupation Gender Breakdown



	% of Jobs	Jobs
Males	58.2%	64,128
Females	41.8%	46,113

Occupational Programs



39 Programs

Of the programs that can train for this job, 39 have produced completions in the last 5 years.



23,860 Completions (2021)











The completions from all regional institutions for all degree types.



12,478 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
52.1301	Management Science	1,282
43.0103	Criminal Justice/Law Enforcement Administration	814
43.0104	Criminal Justice/Safety Studies	712
03.0103	Environmental Studies	500
52.0101	Business/Commerce, General	420
52.0801	Finance, General	325
30.9999	Multi-/Interdisciplinary Studies, Other	242
44.0401	Public Administration	242

Top Schools	Completions (2021)	
San Jose State University	2,267	
San Francisco State University	2,080	
University of California-Berkeley	1,794	
California State University-East Bay	1,575	
Chabot College	1,182	
Los Medanos College	1,002	
Diablo Valley College	994	
De Anza College	965	
West Valley College	895	
Foothill College	777	

Appendix A - 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.