4 Management Occupations
in 5 California Counties

Contents

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

4 Occupations

11-1011	Chief Executives		11-9179	Personal Service Managers, All Other
11-1021	General and Operations Managers		11-9199	Managers, All Other

5 Counties

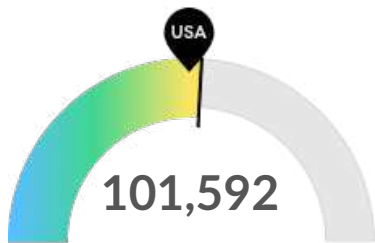|				
6001	Alameda County, CA		6081	San Mateo County, CA
6013	Contra Costa County, CA		6085	Santa Clara County, CA
6075	San Francisco County, CA			

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
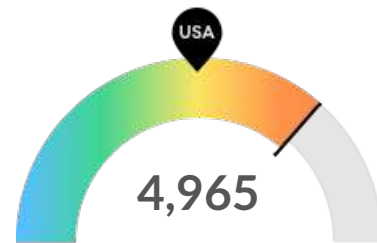
101,592

Jobs (2022)

Your area is about average for this kind of job. The national average for an area this size is 96,352* employees, while there are 101,592 here.

$169,563

Compensation

Earnings are high in your area. The national median salary for your occupations is $105,716, compared to $169,563 here.

4,965

Job Posting Demand

Job posting activity is high in your area. The national average for an area this size is 2,632* job postings/mo, while there are 4,965 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 96,352* jobs, while there are 101,592 here.
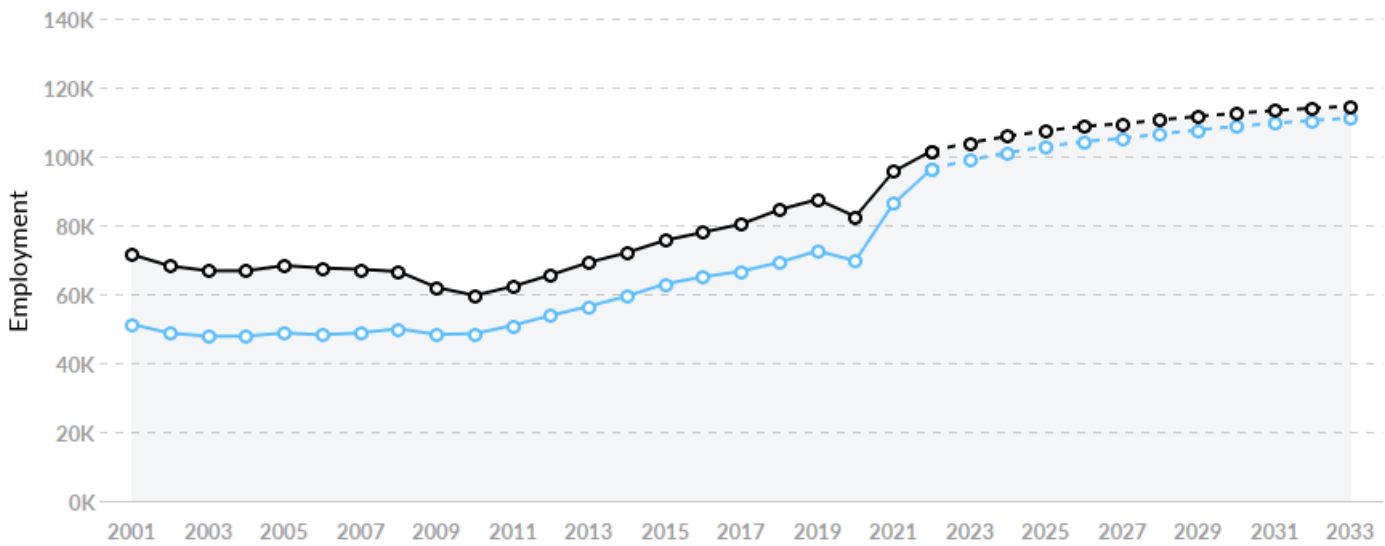
| Region	2022 Jobs	2029 Jobs	Change	% Change
● 5 California Counties	101,592	111,595	10,002	9.8%
● National Average	96,352	107,646	11,294	11.7%

*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
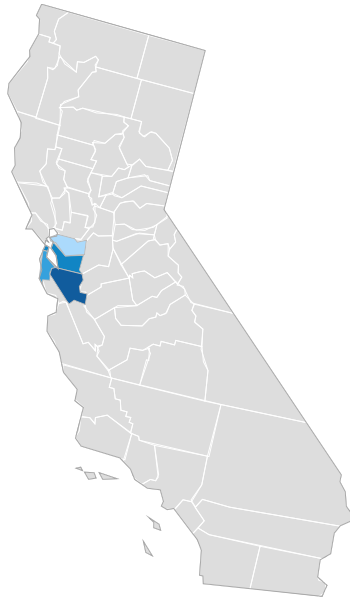
County	2022 Jobs
Santa Clara County, CA	31,650
San Francisco County, CA	24,381
Alameda County, CA	21,894
San Mateo County, CA	14,319
Contra Costa County, CA	9,349

Most Jobs are Found in the Computer Systems Design and Related Services Industry Sector
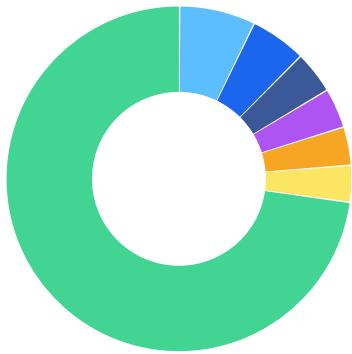
Industry	% of Occupation in Industry (2022)
● Computer Systems Design and Related Services	7.1%
● Scientific Research and Development Services	5.2%
● Local Government, Excluding Education and Hospitals	4.0%
● Management, Scientific, and Technical Consulting Services	3.7%
● Management of Companies and Enterprises	3.6%
● Web Search Portals, Libraries, Archives, and Other Information Services	3.4%
● Other	72.9%

Compensation

Regional Compensation Is 60% Higher Than National Compensation

For your occupations, the 2022 median wage in your area is $169,563, while the national median wage is $105,716.
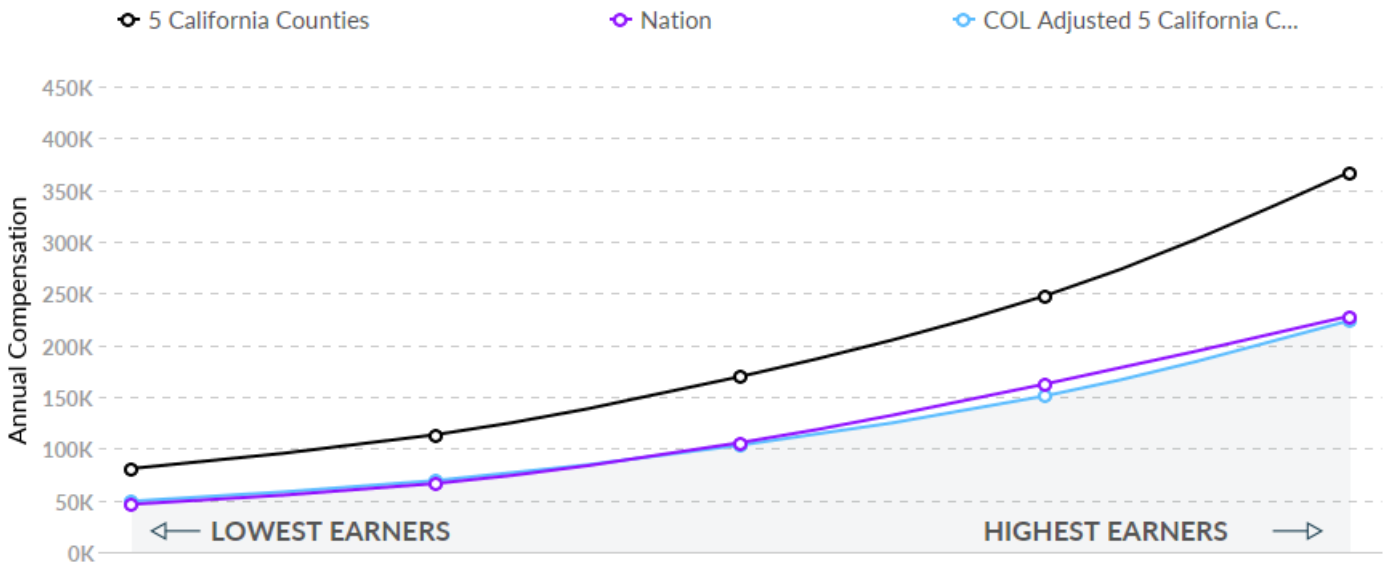
Job Posting Activity

94,333 Unique Job Postings

The number of unique postings for this job from Jan 2022 to Jul 2023.
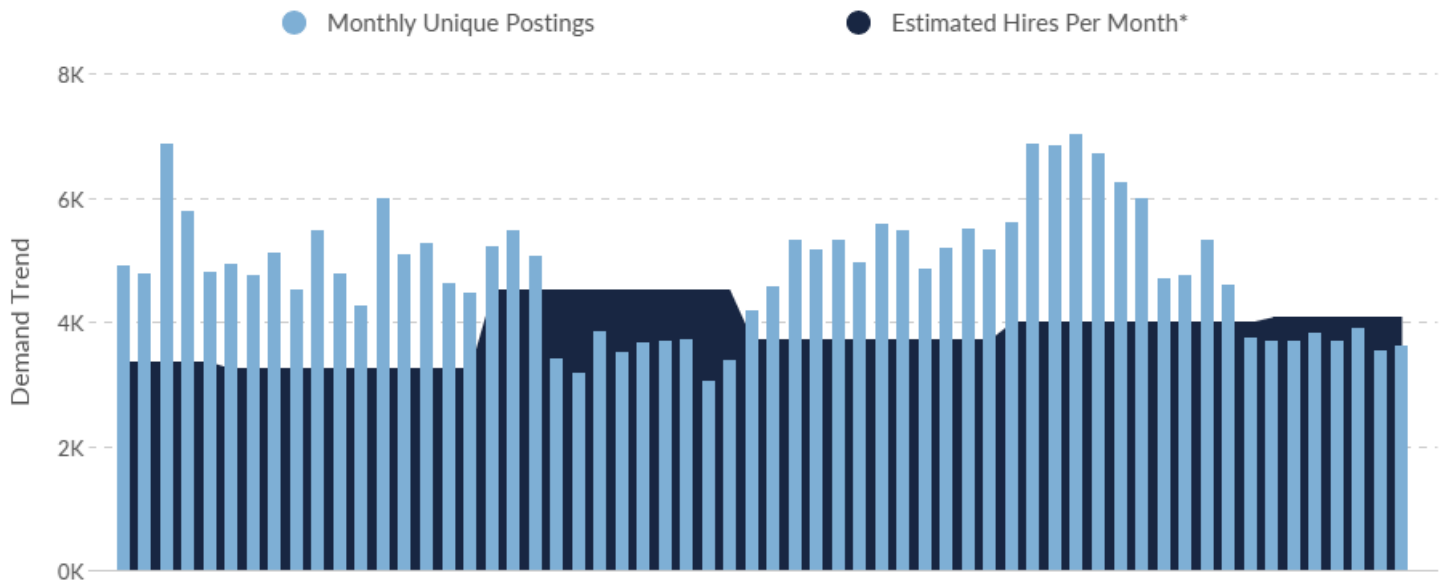
13,416 Employers Competing

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
Chief Executives	104	264
Personal Service Managers, All Other	91	17

*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	1,607		Program Managers	5,156	
University of California	1,330		Technical Program Managers	2,516	
Meta	1,289		Operations Managers	2,259	
Stanford University	1,125		Project Coordinators	2,136	
Great Clips	975		General Managers	1,109	
Deloitte	829		Operations Supervisors	945	
Amazon	791		Principal Product Managers	768	
Randstad	724		Directors of Operations	704	
Apple	709		Chiefs of Staff	595	
PricewaterhouseCoopers	631		Program Coordinators	578	

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.

Distinguishing Skills

Defining Skills

Necessary Skills
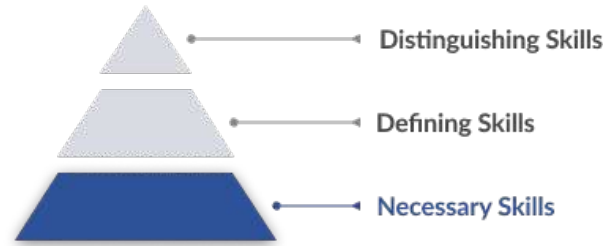
| Skill	Salary Boosting	Job Postings Requesting
Project Management	✖	26,415
Marketing	✖	15,058
Finance	✖	13,258
Auditing	✖	9,171
Process Improvement	✖	8,713
Key Performance Indicators (KPIs)	✖	7,279
Accounting	✖	6,756
Valid Driver's License	✖	5,582
Merchandising	✖	2,754
Fundraising	✖	1,586

Demographics

Retirement Risk Is About Average, While Overall Diversity Is High
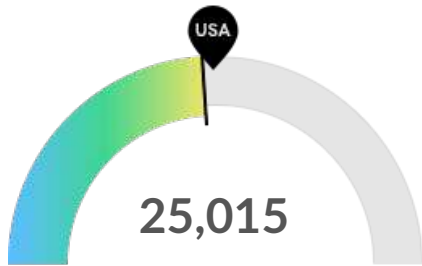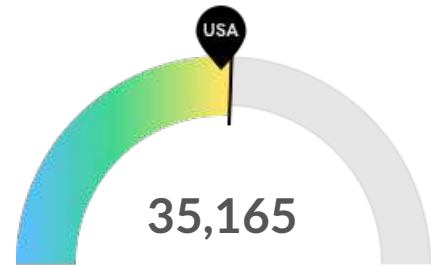
25,015
Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 26,530* employees 55 or older, while there are 25,015 here.
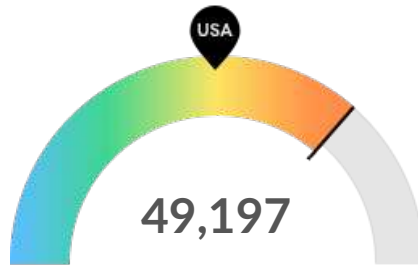
49,197
Racial Diversity

Racial diversity is high in your area. The national average for an area this size is 26,124* racially diverse employees, while there are 49,197 here.
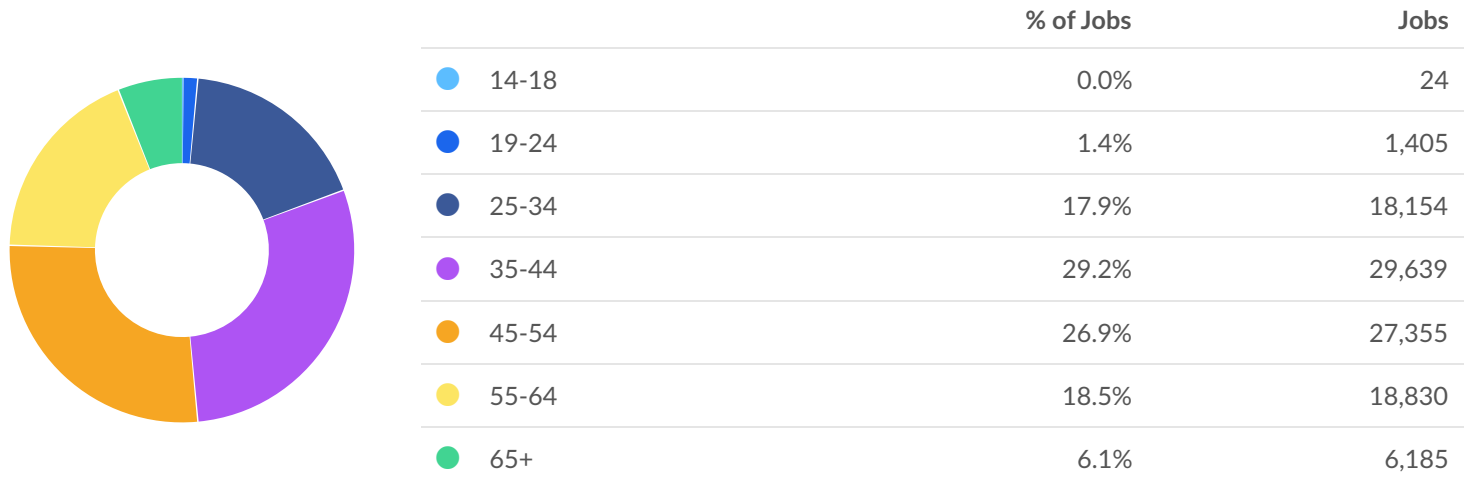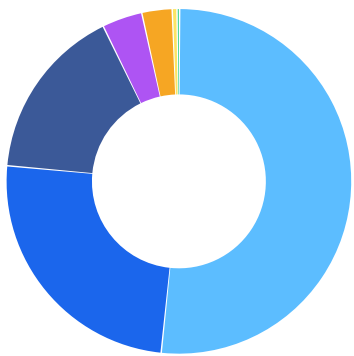
35,165
Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 33,867* female employees, while there are 35,165 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

	% of Jobs	Jobs
14-18	0.0%	24
19-24	1.4%	1,405
25-34	17.9%	18,154
35-44	29.2%	29,639
45-54	26.9%	27,355
55-64	18.5%	18,830
65+	6.1%	6,185

Occupation Race/Ethnicity Breakdown

	% of Jobs	Jobs
White	51.6%	52,395
Asian	24.8%	25,197
Hispanic or Latino	16.3%	16,583
Black or African American	3.8%	3,832
Two or More Races	2.8%	2,882
Native Hawaiian or Other Pacific Islander	0.4%	452
American Indian or Alaska Native	0.2%	250

Occupation Gender Breakdown
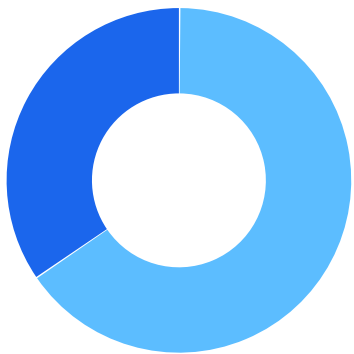
	% of Jobs	Jobs
Males	65.4%	66,427
Females	34.6%	35,165

Occupational Programs

93 Programs

Of the programs that can train for this job, 93 have produced completions in the last 5 years.

40,606 Completions (2021)

The completions from all regional institutions for all degree types.

14,033 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	
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	
45.0601	Economics, General	1,080	
45.0603	Econometrics and Quantitative Economics	978	
51.2201	Public Health, General	910	

Top Schools	Completions (2021)
University of California-Berkeley	5,389
San Jose State University	4,513
San Francisco State University	3,346
California State University-East Bay	2,683
De Anza College	1,565
Diablo Valley College	1,511
University of San Francisco	1,472
Chabot College	1,453
Stanford University	1,293
Foothill College	1,217

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.