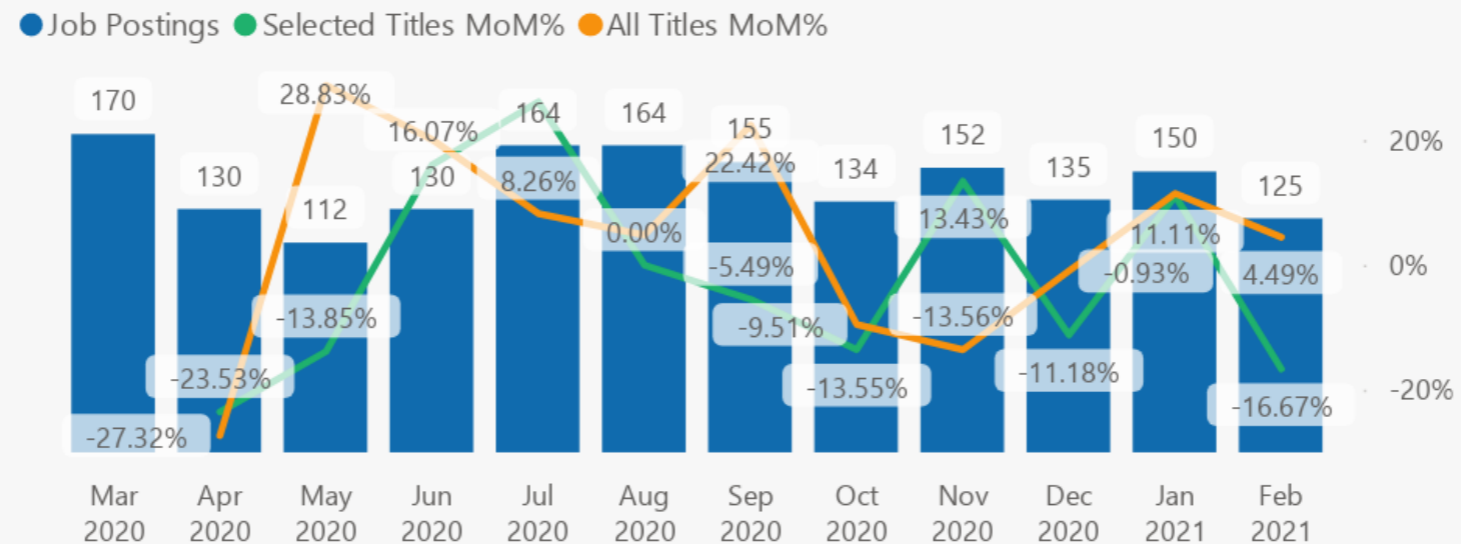


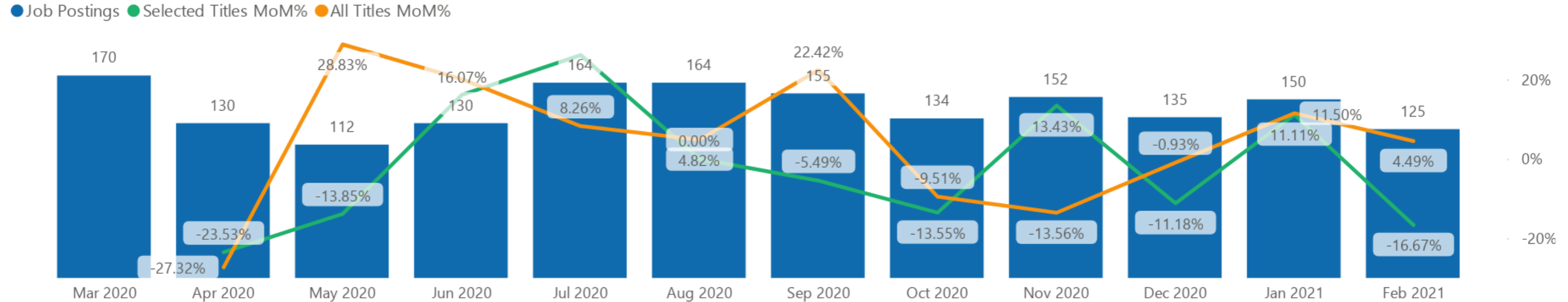
Job Market Summary

REPORTED AS OF: 2/28/2021



Job Market Monthly Summary Activity

Job postings are advertised positions collected from the Indeed jobs platform at the end of each month. There were **1,721** job postings for the selected job titles over the past **12** months with **143** average monthly postings and a compound monthly growth rate (CMGR%) of **-2.76 %** compared to for **3.18 %** all occupations. In this report, we break down the posting activity over the selected months by job title, region, industry, and employer.



Top Selected Titles by Job Postings

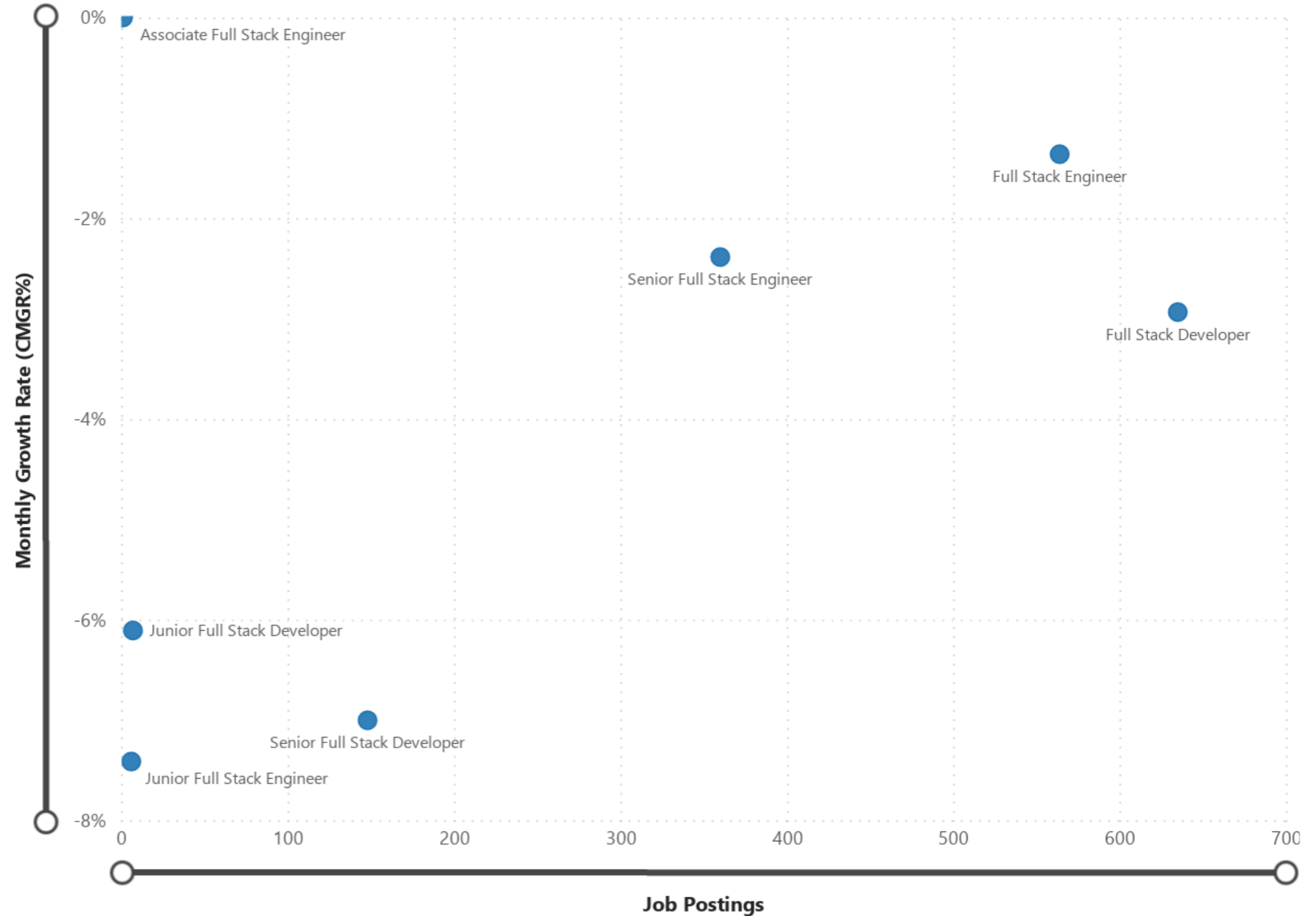
Title	Postings	CMGR%
Full Stack Developer	635	-2.9%
Full Stack Engineer	564	-1.4%
Senior Full Stack Engineer	360	-2.4%
Senior Full Stack Developer	148	-7.0%
Junior Full Stack Developer	7	-6.1%
Junior Full Stack Engineer	6	-7.4%
Associate Full Stack Engineer	1	0.0%

Top Employers by Job Postings

Company Name	Postings
Intuit	41
PayPal	28
Cognizant Technology Solutions	27
La Jolla Logic	21
Perficient	17
Warner Bros. Entertainment	16
Booz Allen Hamilton	14
Calypso Way	14
Aperio Group	12
KeyBank	12

Most Active Job Titles

This scatterplot shows the most active job titles based on job postings for the selection. The X axis is the number of job postings and the Y axis is the compound monthly growth rate (CMGR%).



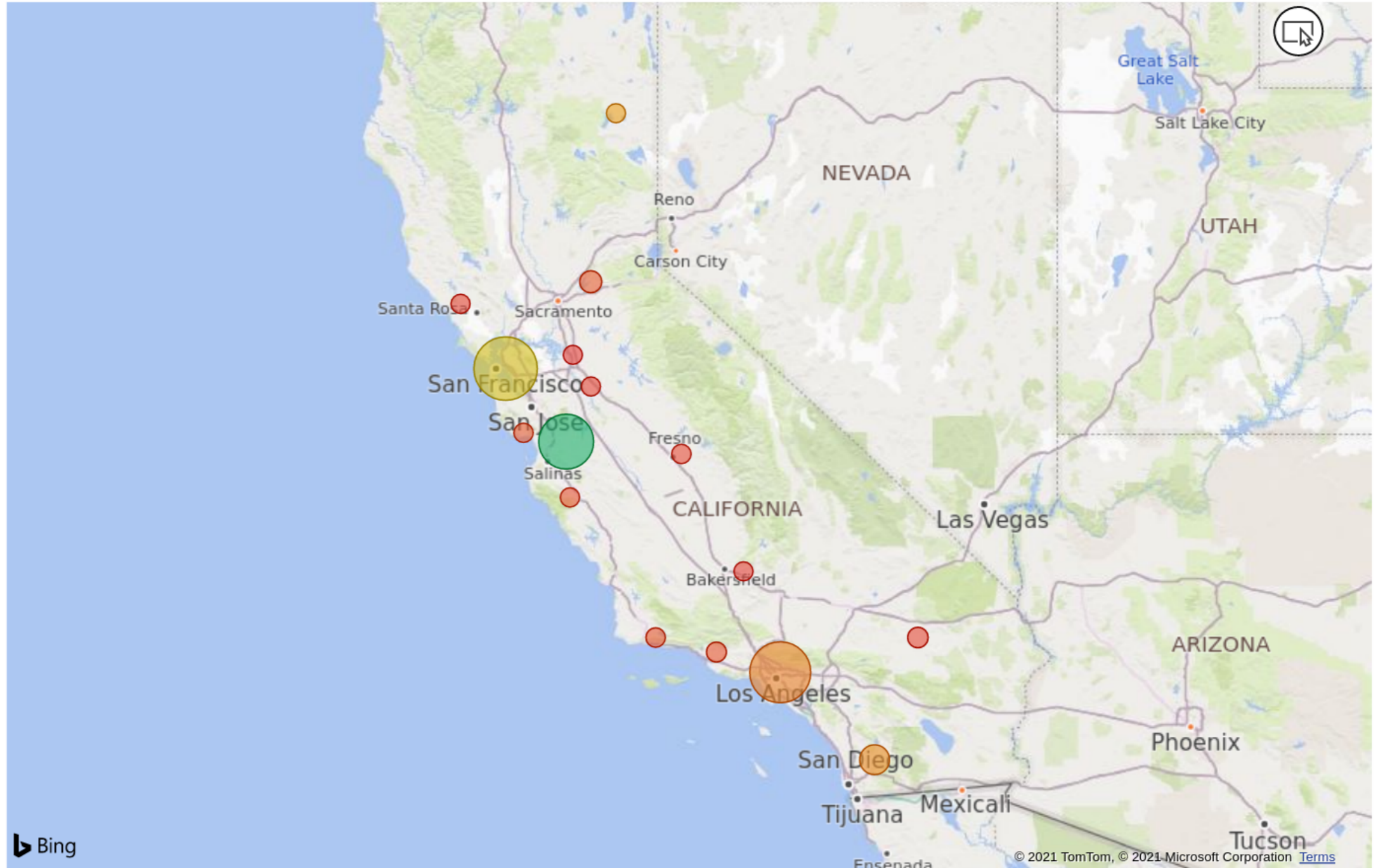
Regional Concentration

Location quotient (LQ) is a measure of regional concentration. This calculation shows the concentration of job postings for the selected job titles and occupations for each metropolitan area compared to the selected titles and occupations at the national level.

An LQ of above 1.0 indicates higher concentration and a location quotient of below 1.0 indicates a lower concentration.

LQ is shown on a diverging scale with green being higher LQ and red being lower LQ.

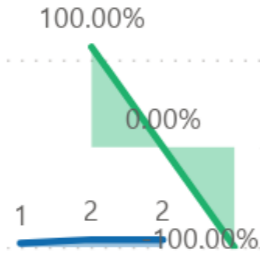
The size of the bubble is based on the number of job postings.



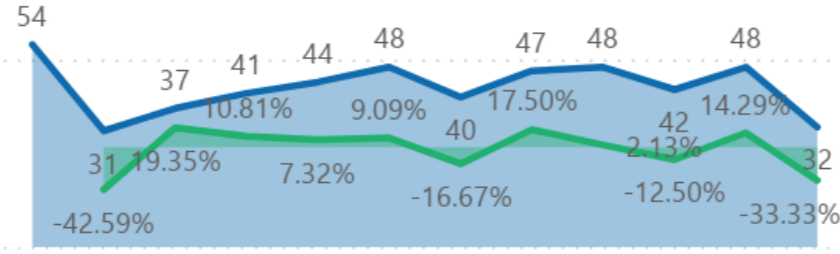
Regional Activity and Month-over-Month Growth (MoM%)

● Job Postings ● MoM%

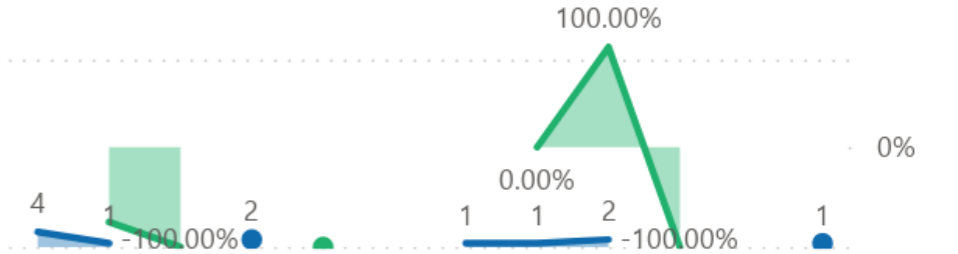
Fresno CA



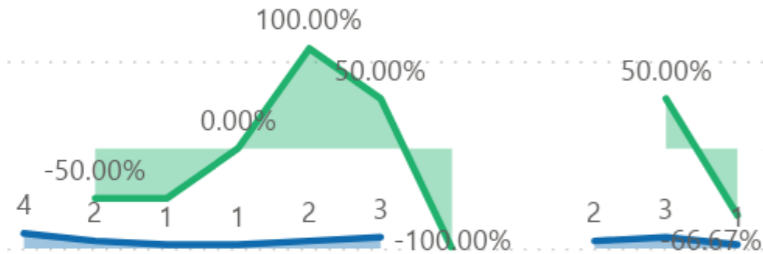
Los Angeles-Long Beach-Anaheim CA



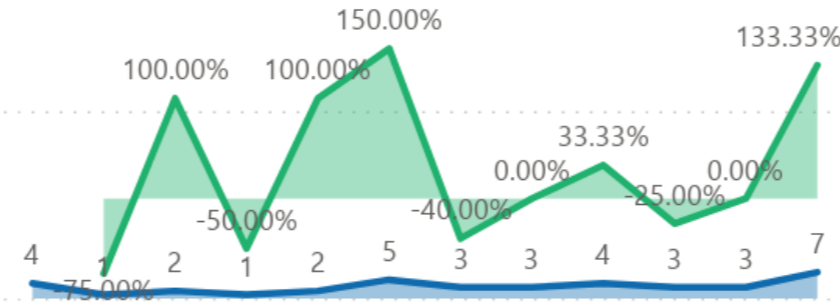
Oxnard-Thousand Oaks-Ventura CA



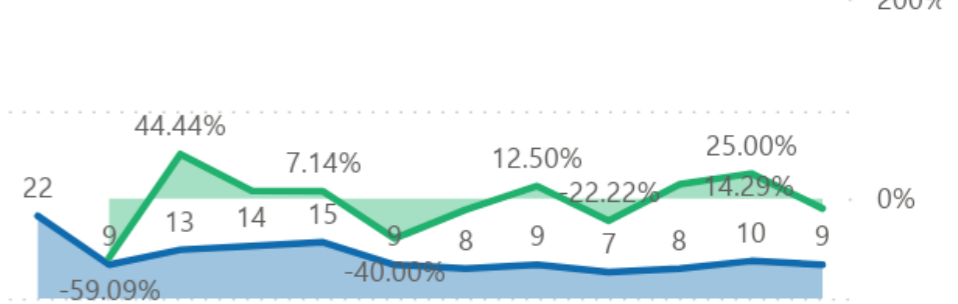
Riverside-San Bernardino-Ontario CA



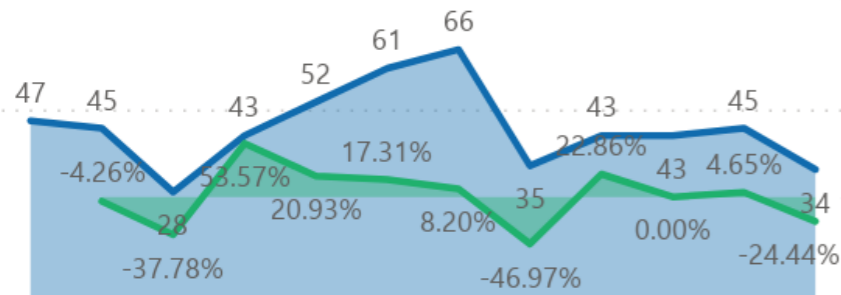
Sacramento-Roseville-Folsom CA



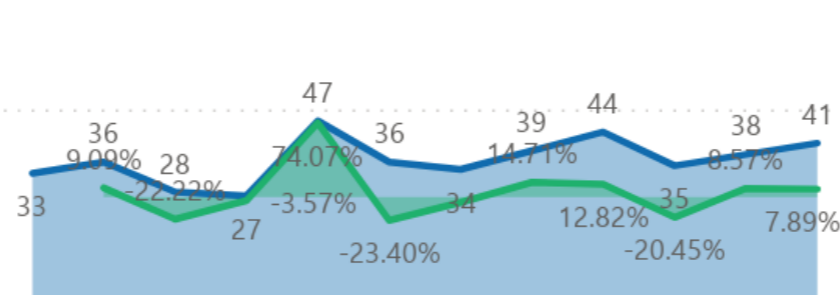
San Diego-Chula Vista-Carlsbad CA



San Francisco-Oakland-Berkeley CA



San Jose-Sunnyvale-Santa Clara CA



Santa Maria-Santa Barbara CA



Mar 2020 Apr 2020 May 2020 Jun 2020 Jul 2020 Aug 2020 Sep 2020 Oct 2020 Nov 2020 Dec 2020 Jan 2021 Feb 2021

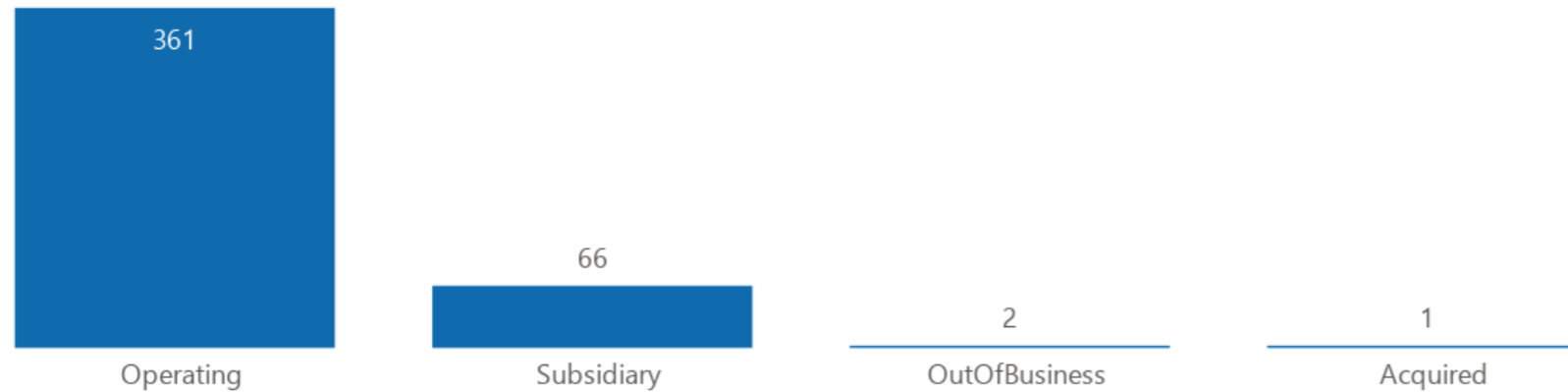
Mar 2020 Apr 2020 May 2020 Jun 2020 Jul 2020 Aug 2020 Sep 2020 Oct 2020 Nov 2020 Dec 2020 Jan 2021 Feb 2021

Mar 2020 Apr 2020 May 2020 Jun 2020 Jul 2020 Aug 2020 Sep 2020 Oct 2020 Nov 2020 Dec 2020 Jan 2021 Feb 2021

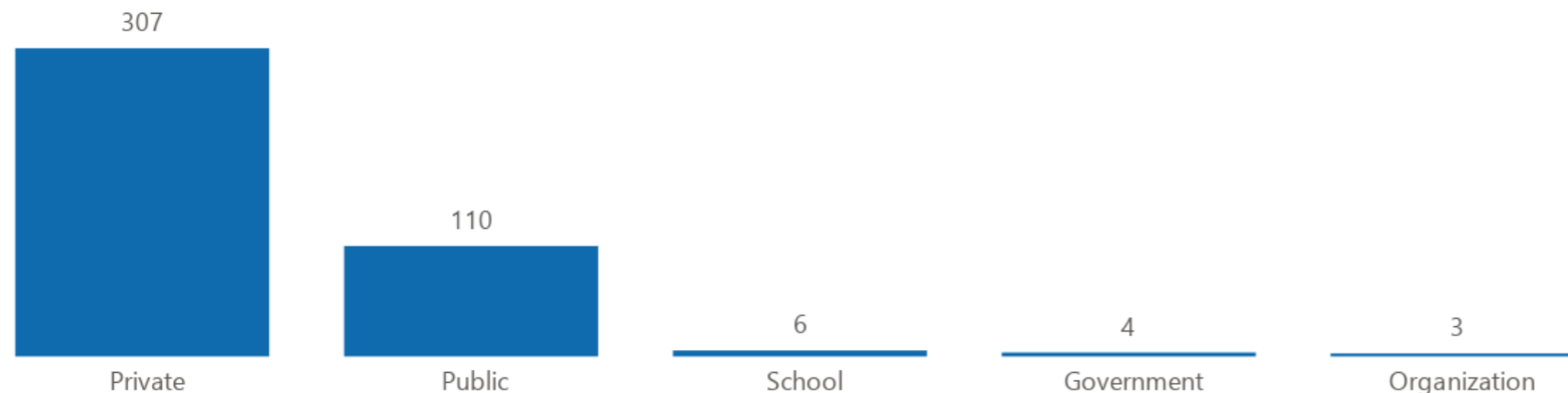
Employer Profiles

There are **430** employers included in this analysis. Of these, **71** are Fortune 1000 companies, **7** are minority-owned companies and **6** are woman-owned companies. The median number of employees is **284** and the median revenues in millions is **400**. Source InsideView B2B intelligence.

Employers by Operating Status



Employers by Organization Type



Top Fortune 1000 Businesses

Company Name	Employees
Amazon.com	840,400
IBM	352,600
UnitedHealth Group	325,000
Cognizant Technology Solutions	291,700
Disney Streaming Services	223,000
Apple	137,000
Verizon	135,300
Oracle	135,000
McKesson	80,000
Cisco	75,900
Cisco Meraki	75,900

Top Minority Owned Businesses

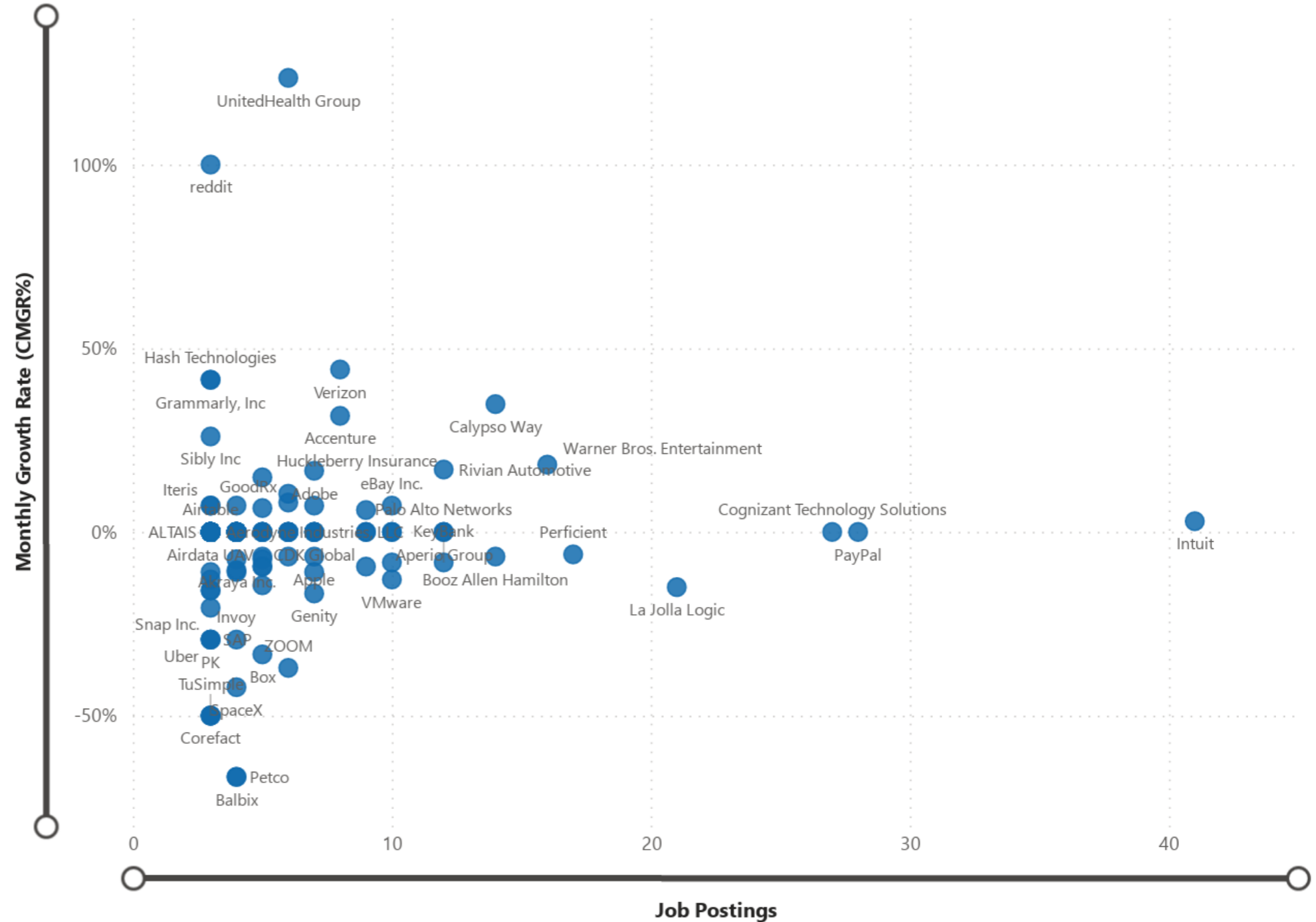
Company Name	Employees
CBS Interactive	3,500
Xoriant Corporation	2,900
Workforce Logiq	1,400
IDC Technologies	180
Cogent Infotech	135

Top Woman Owned Businesses

Company Name	Employees
Lawrence Livermore National Laboratory	7,000
LLNL	7,000
Business Integra Inc	140
Qualified Technical Services, Inc	44
SIFT	20

Most Active Employers

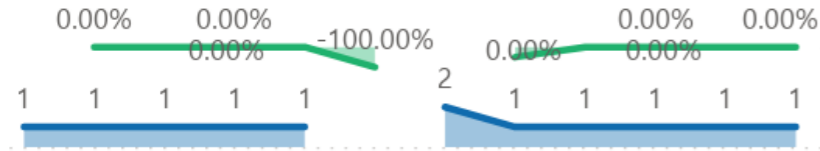
This scatterplot shows the most active employers based on job postings for the selection. The X axis is the number of job postings and the Y axis is the compound monthly growth rate (CMGR%).



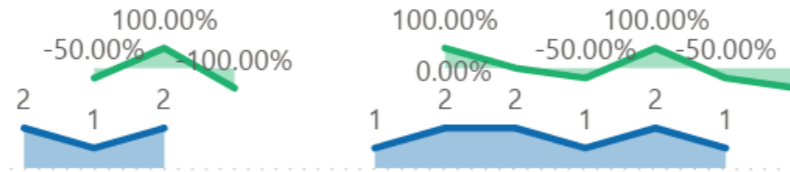
Top 9 Employer Activity and Month-over-Month Growth (MoM%)

● Job Postings ● MoM%

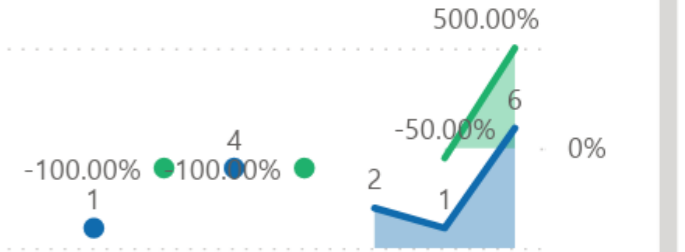
Aperio Group



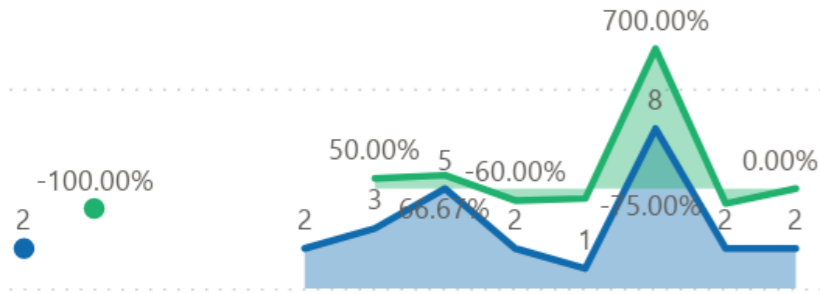
Booz Allen Hamilton



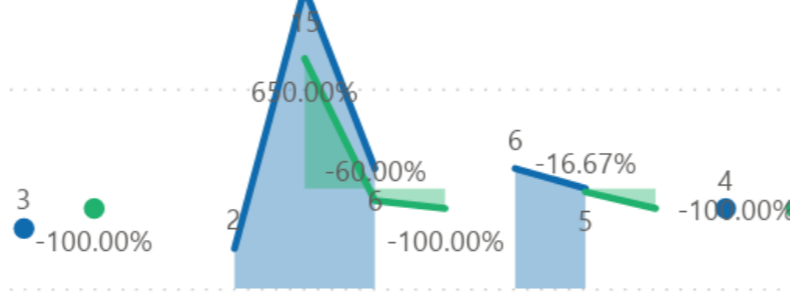
Calypso Way



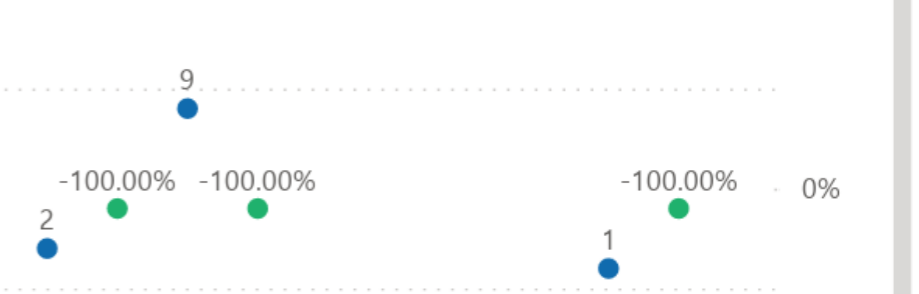
Cognizant Technology Solutions



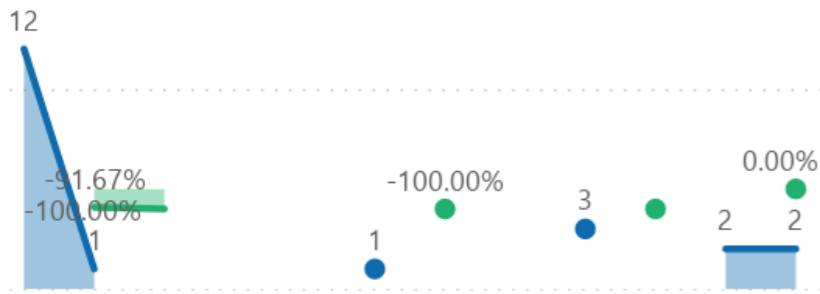
Intuit



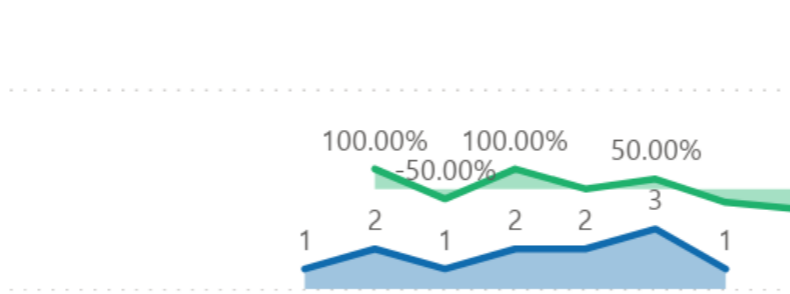
KeyBank



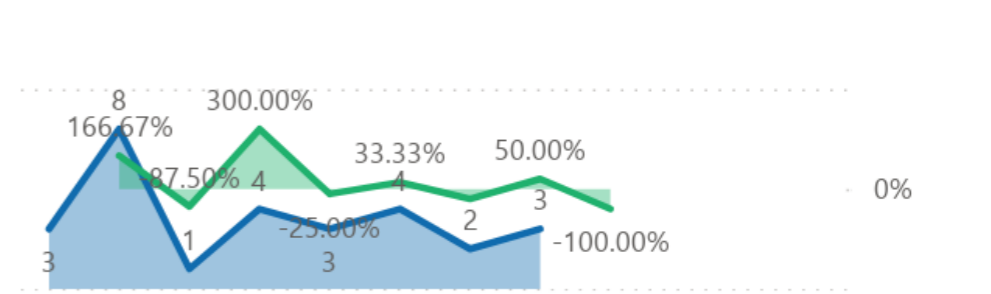
La Jolla Logic



Palo Alto Networks



PayPal



Mar 20... Apr 20... May 20... Jun 20... Jul 20... Aug 20... Sep 20... Oct 20... Nov 20... Dec 20... Jan 20... Feb 20...

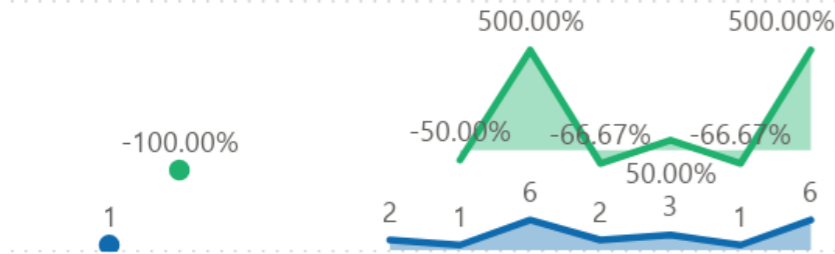
Mar 20... Apr 20... May 20... Jun 20... Jul 20... Aug 20... Sep 20... Oct 20... Nov 20... Dec 20... Jan 20... Feb 20...

Mar 20... Apr 20... May 20... Jun 20... Jul 20... Aug 20... Sep 20... Oct 20... Nov 20... Dec 20... Jan 20... Feb 20...

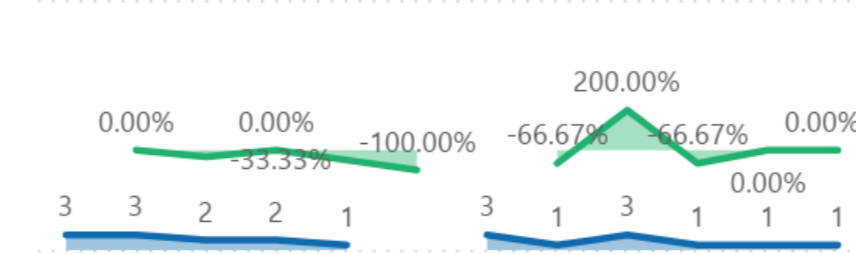
Top NAICS Sectors and Month-over-Month Growth (MoM%)

● Job Postings ● MoM%

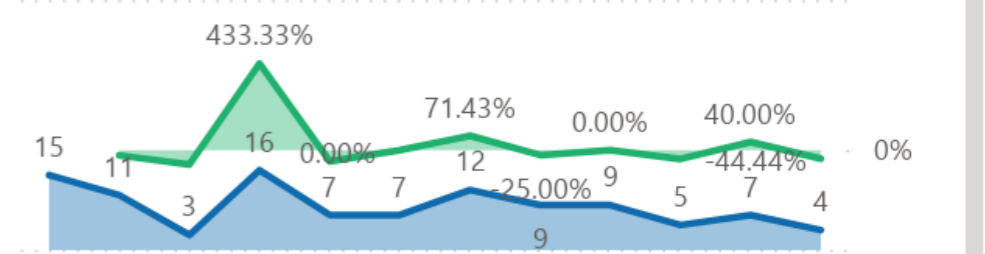
Accommodation and Food Services



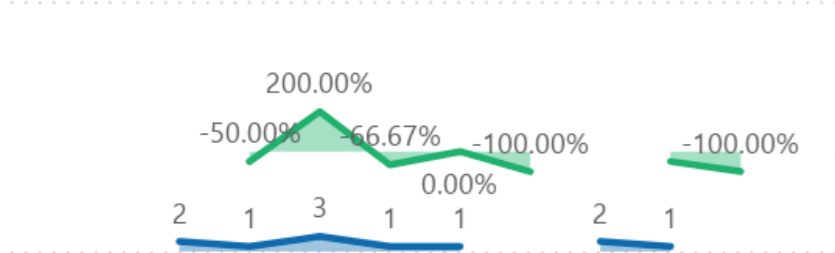
Administrative and Support and Waste Management and Remediation Services



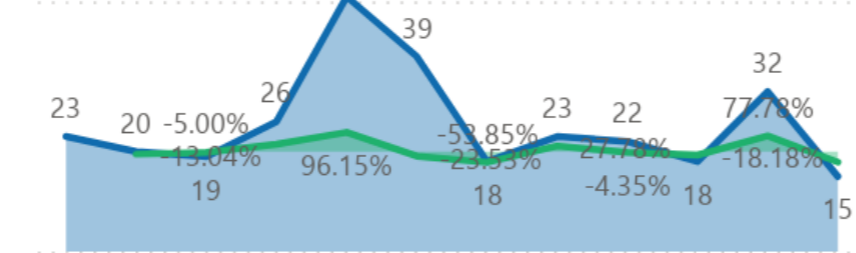
Finance and Insurance



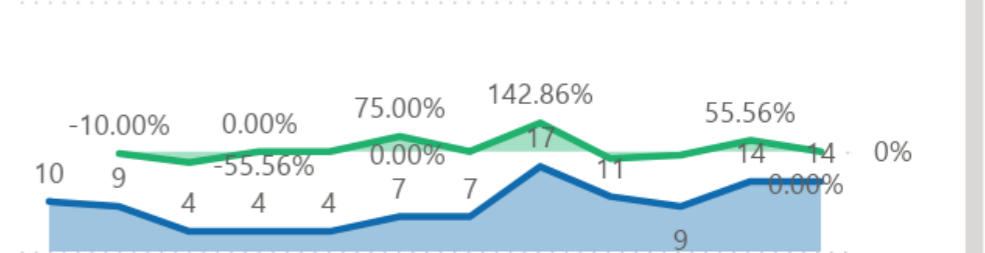
Health Care and Social Assistance



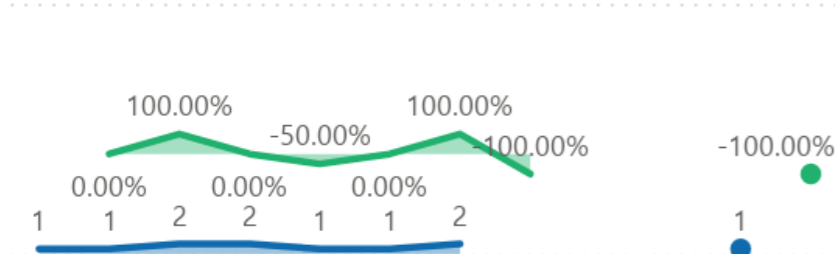
Information



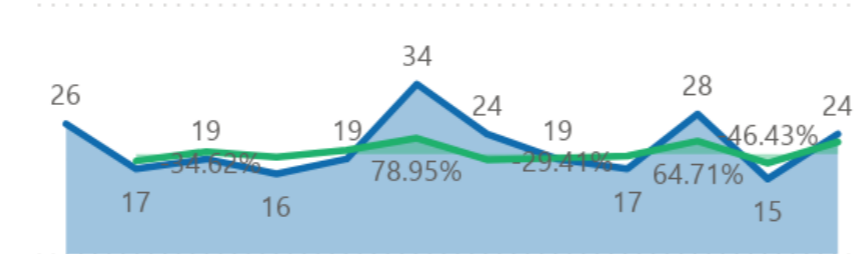
Manufacturing



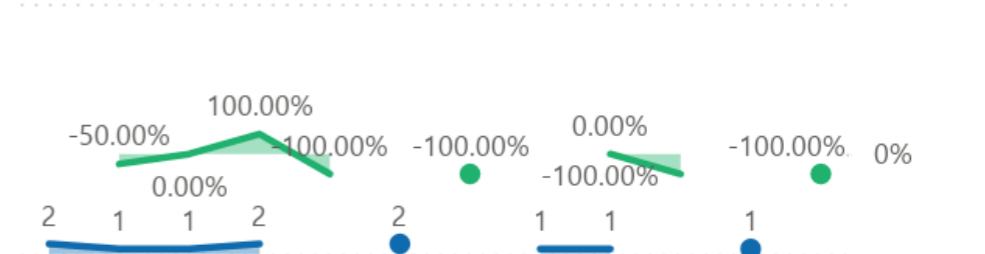
Other Services (except Public Administration)



Professional, Scientific, and Technical Services



Public Administration



Mar 20... 20... 20... 20... 20... 20... 20... 20... 20... 20... 20... 20...

Mar 20... 20... 20... 20... 20... 20... 20... 20... 20... 20... 20... 20...

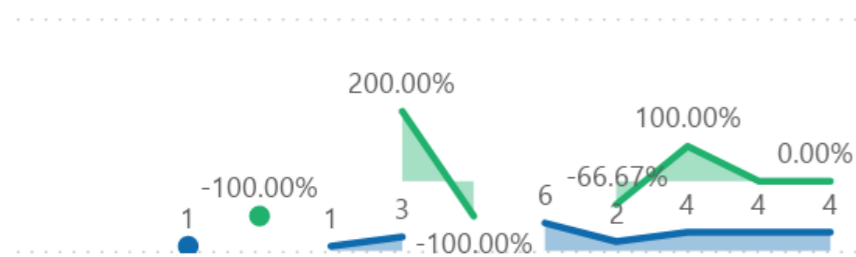
Mar 20... 20... 20... 20... 20... 20... 20... 20... 20... 20... 20... 20...

InsideView Industry Activity and Growth by Month

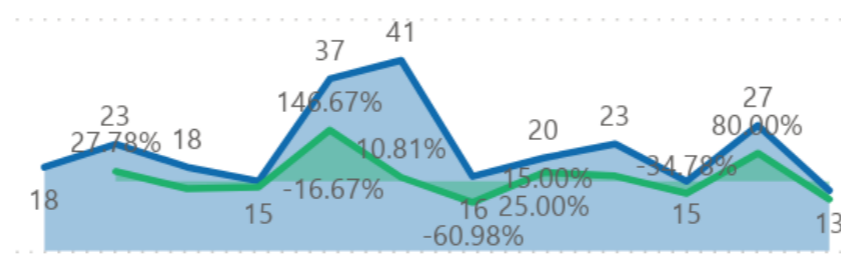
InsideView provides an [alternate](#) industry classification system that provides a more contemporary view of the market.

● Job Postings ● MoM%

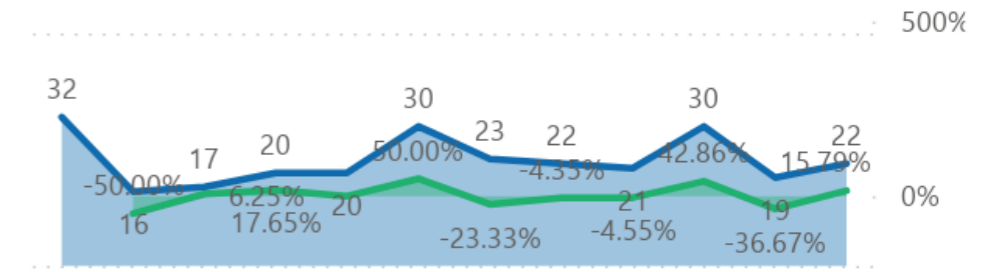
Automotive



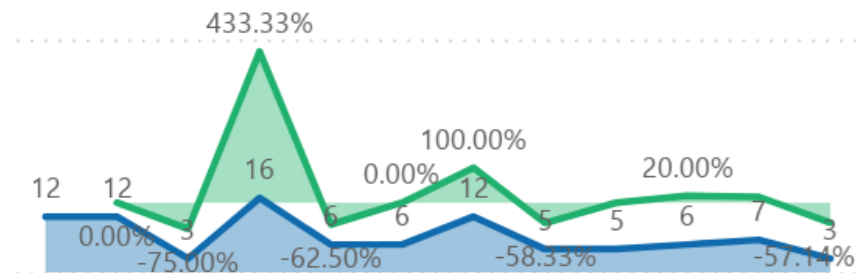
Computer Software



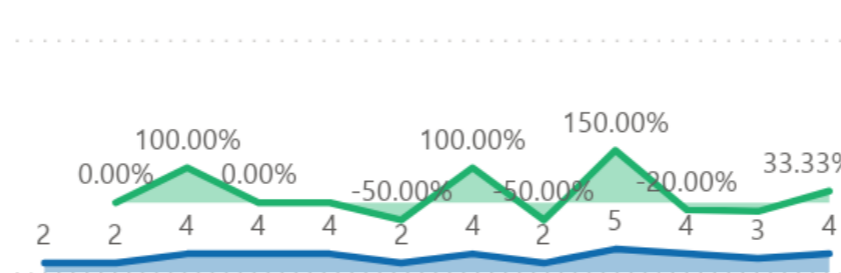
Corporate Services



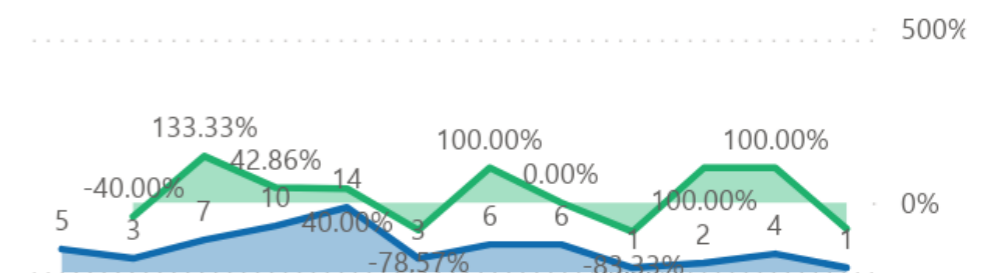
Financial Services



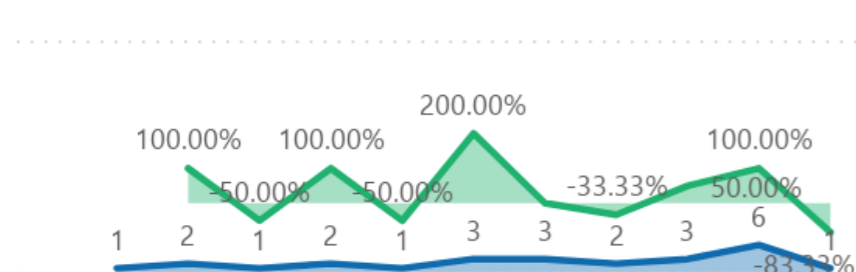
Hospitals and Healthcare



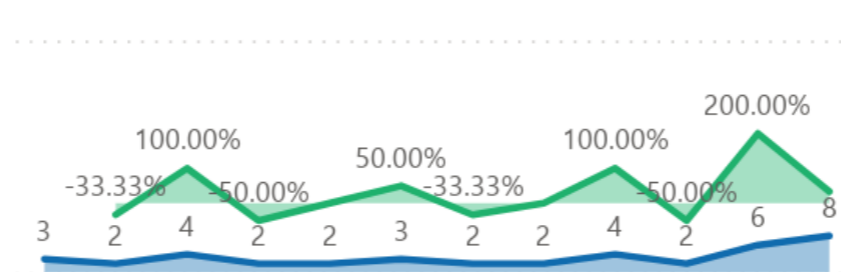
Media



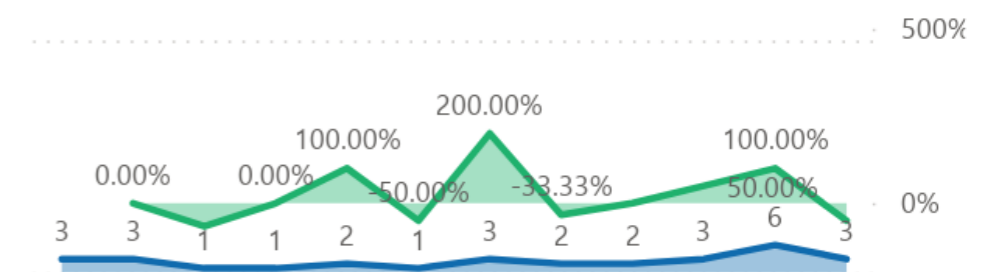
Pharmaceuticals and Biotechnology



Retail



Telecommunications



Mar 2020 Apr 2020 May 2020 Jun 2020 Jul 2020 Aug 2020 Sep 2020 Oct 2020 Nov 2020 Dec 2020 Jan 2021 Feb 2021

Mar 2020 Apr 2020 May 2020 Jun 2020 Jul 2020 Aug 2020 Sep 2020 Oct 2020 Nov 2020 Dec 2020 Jan 2021 Feb 2021

Mar 2020 Apr 2020 May 2020 Jun 2020 Jul 2020 Aug 2020 Sep 2020 Oct 2020 Nov 2020 Dec 2020 Jan 2021 Feb 2021



Job Status Report

REPORTED AS OF: 2/28/2021

197

Filled Postings

177

Open Postings

10.10%

Reposted Postings %

52.67%

Filled %

14.49

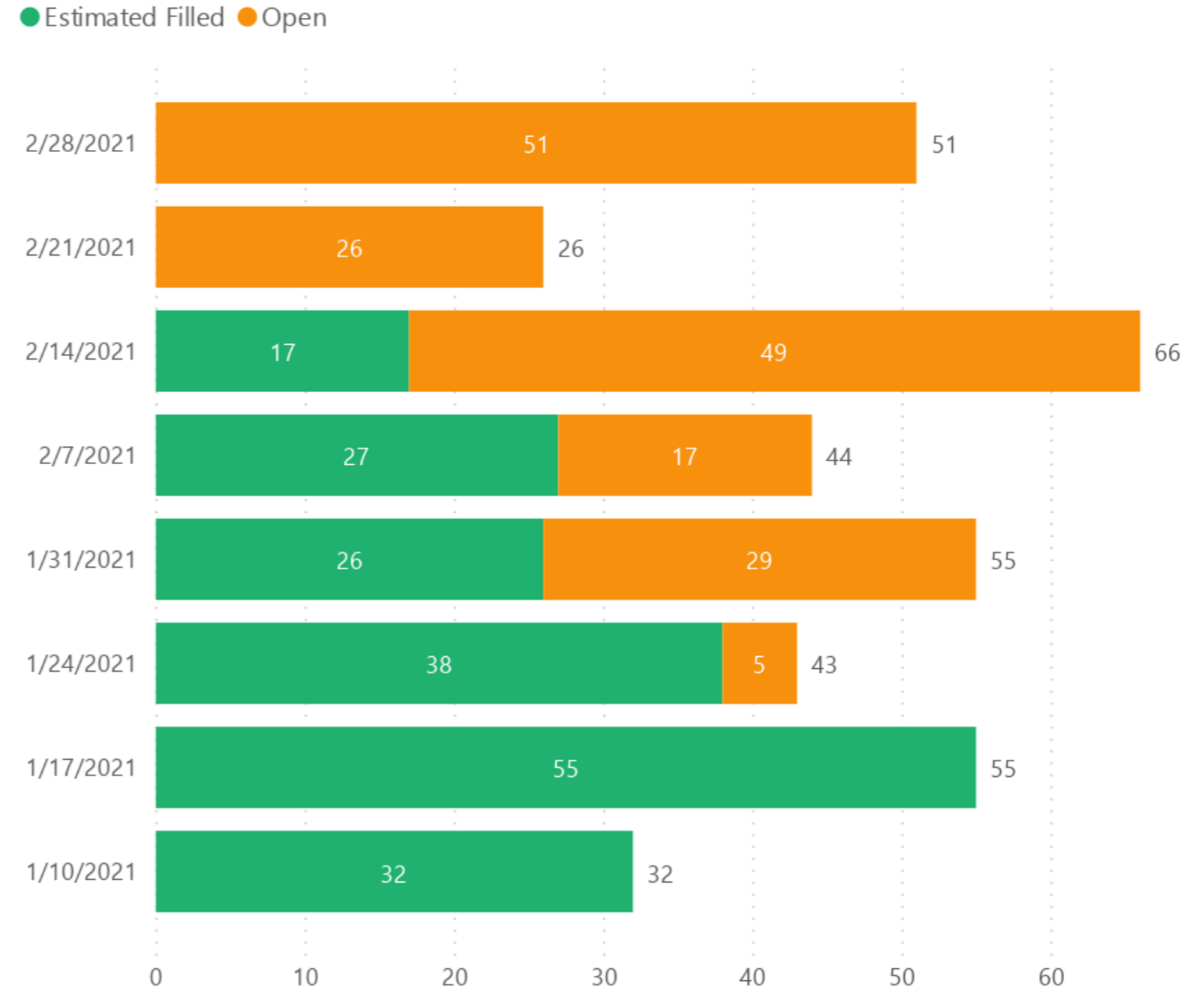
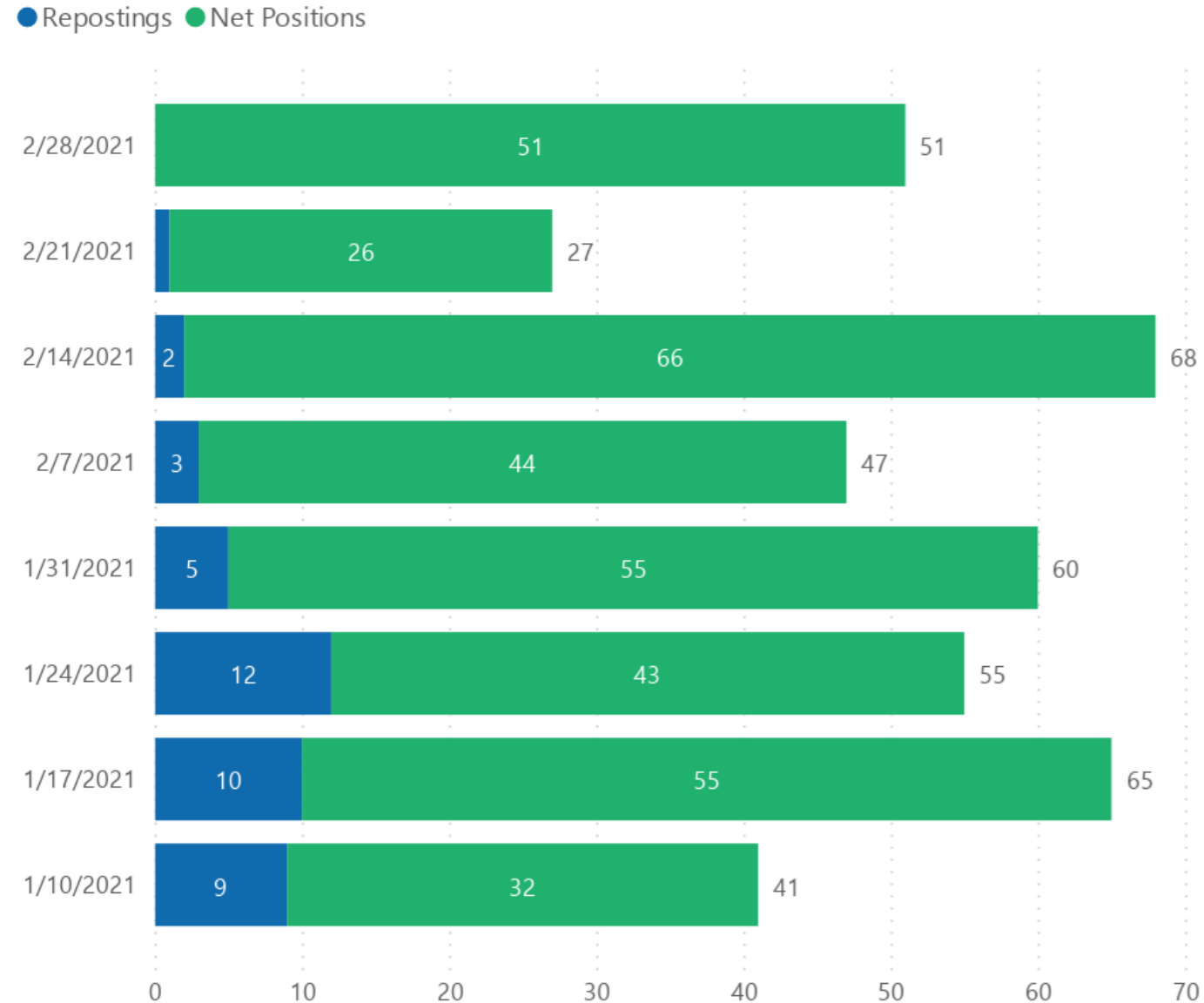
Avg. Fill Days

16.81

Open Job Age

Summary Job Activity by Week

The following bar graphs show the number of job postings by week and the breakdown of the job postings between repostings (solicitations that are repeated) and the number of true open positions. We then break down the number of net positions into either open or estimated filled status. For an explanation of Public Insight fill methodology, click [here](#).

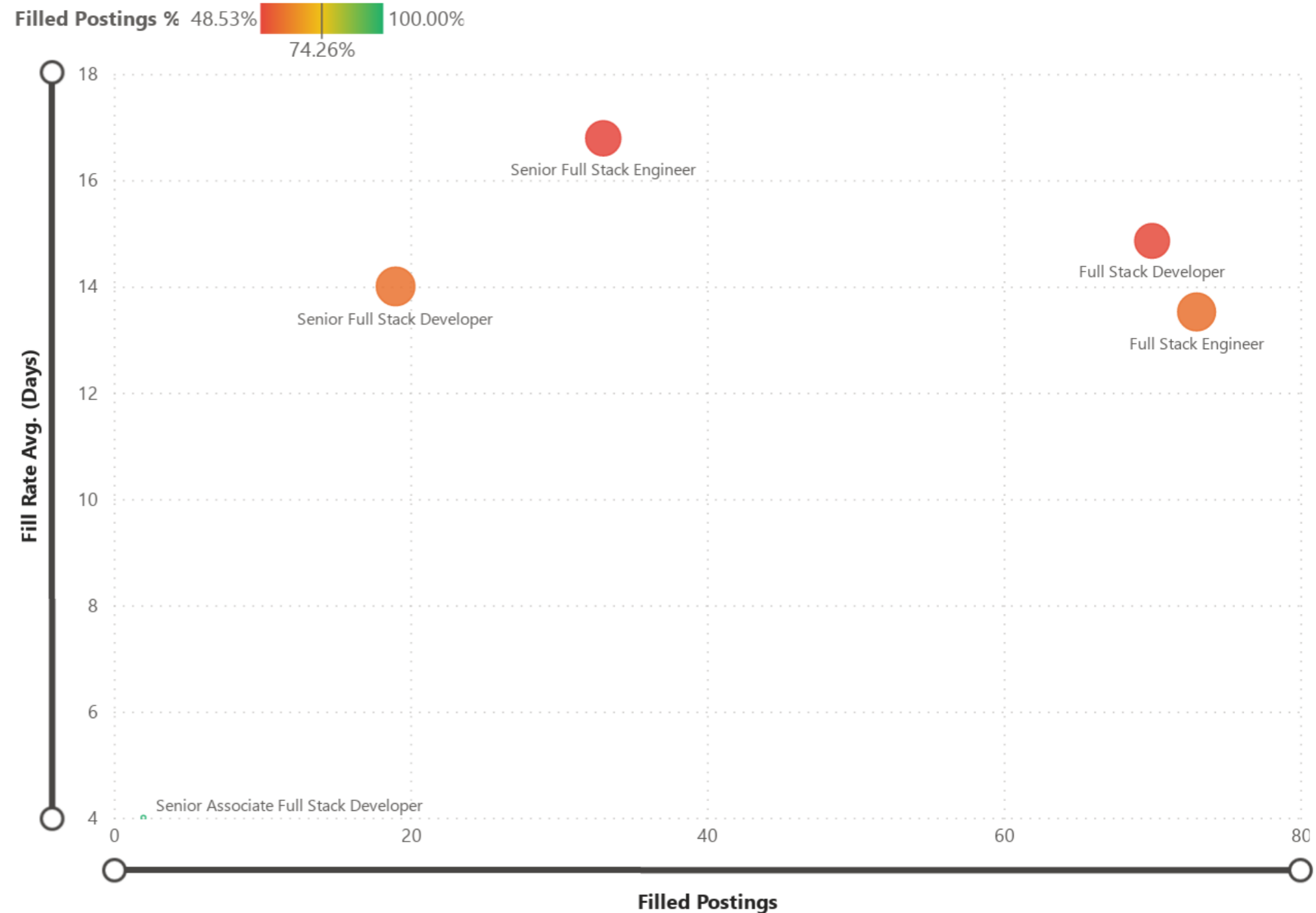


Fill Rates by Title

Insight for Work computes an estimated fill date based on the date that the job position is no longer active on the Indeed platform. We estimate the age in days that it took to fill the position.

This scatterplot shows the number of filled postings (X axis) by the computed average days to fill for the most active job titles. The color shows the percentage of the jobs that are filled.

For more information on the fill rate methodology, click [here](#).



Fill Rates by Region

Insight for Work computes an estimated fill date based on the date that the job position is no longer active on the Indeed platform. We estimate the age in days that it took to fill the position.

This scatterplot shows the number of filled postings (X axis) by the computed average days to fill for the most active job titles. The color shows the percentage of the jobs that are filled.

For more information on the fill rate methodology, click [here](#).

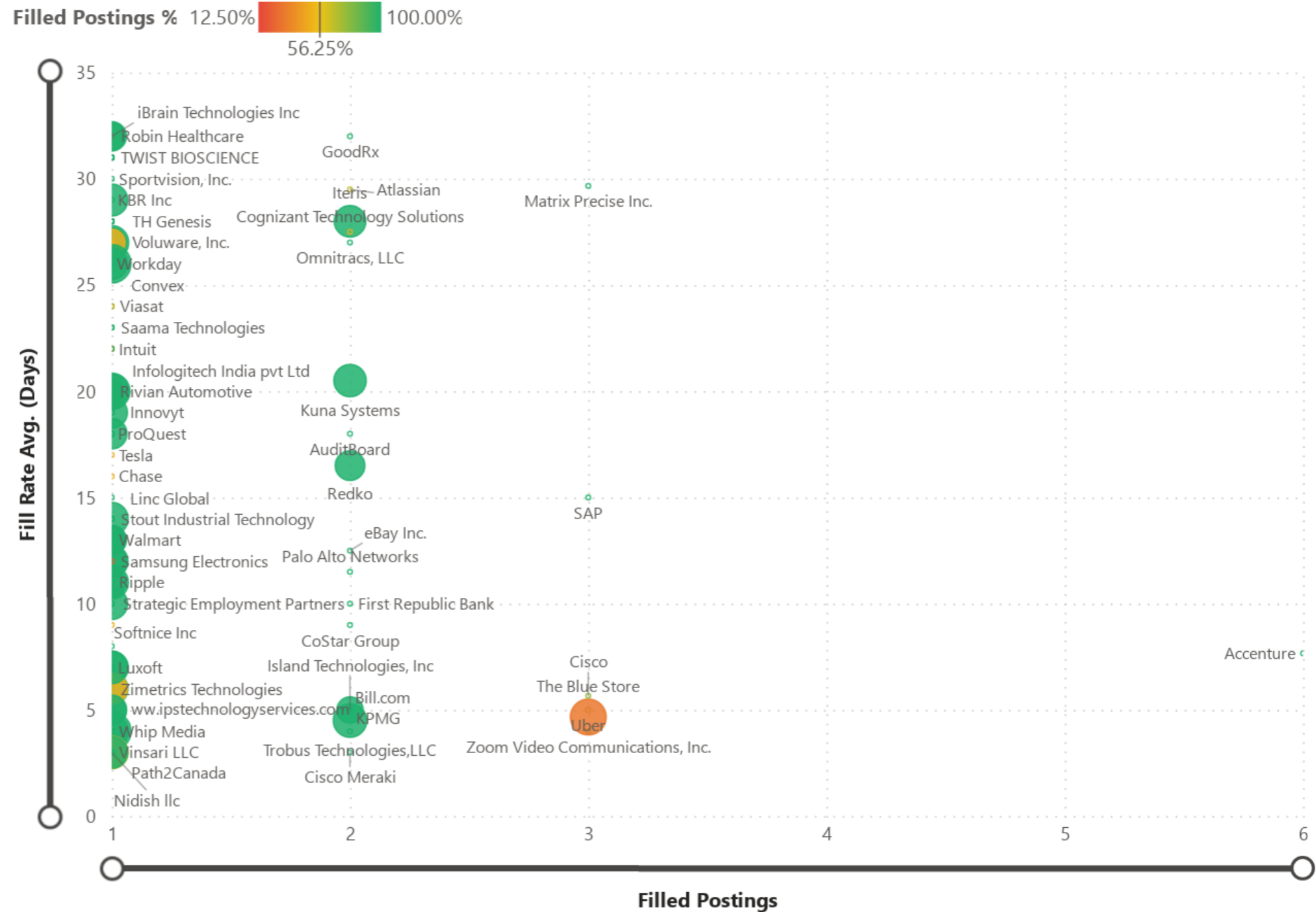


Fill Rates by Employer

Insight for Work computes an estimated fill date based on the date that the job position is no longer active on the Indeed platform. We estimate the age in days that it took to fill the position.

This scatterplot shows the number of filled postings (X axis) by the computed average days to fill for the most active employers. The color shows the percentage of the jobs that are filled.

For more information on the fill rate methodology, click [here](#).

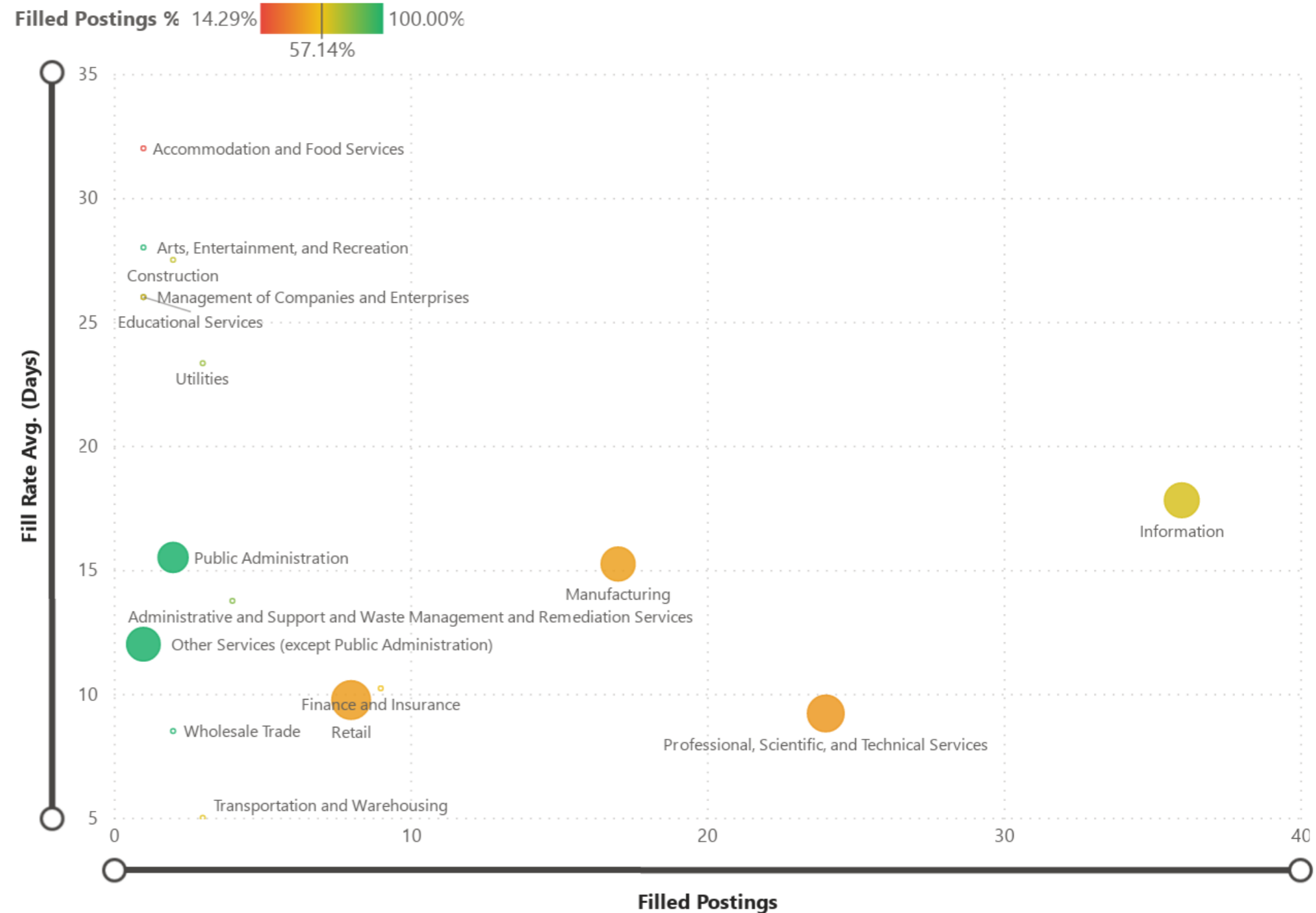


Fill Rates by Industry (NAICS Sector)

Insight for Work computes an estimated fill date based on the date that the job position is no longer active on the Indeed platform. We estimate the age in days that it took to fill the position.

This scatterplot shows the number of filled postings (X axis) by the computed average days to fill for the most active job titles. The color shows the percentage of the jobs that are filled.

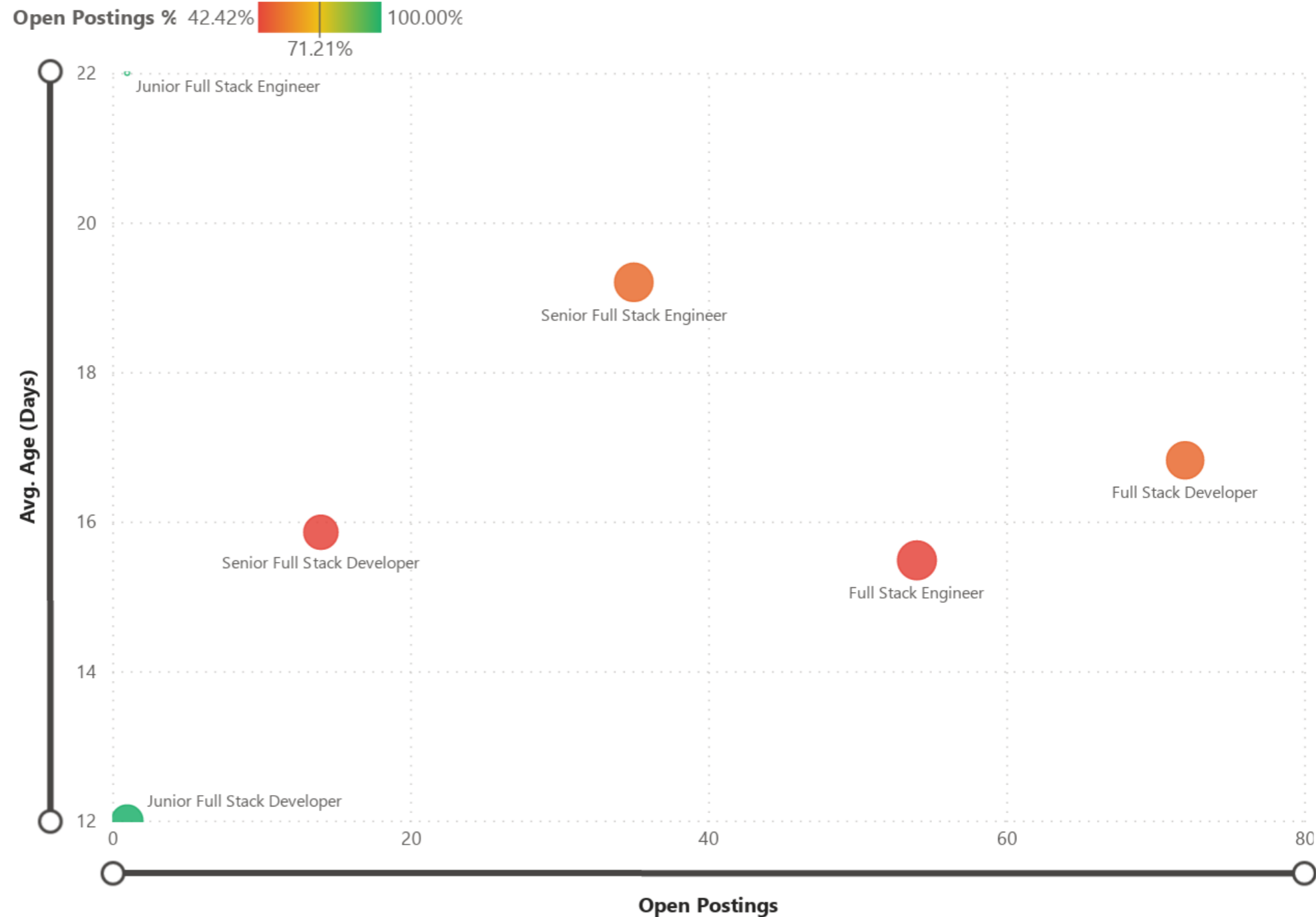
For more information on the fill rate methodology, click [here](#).



Open Jobs and Aging by Title

This scatterplot computes the current age of all open postings for the top selected titles.

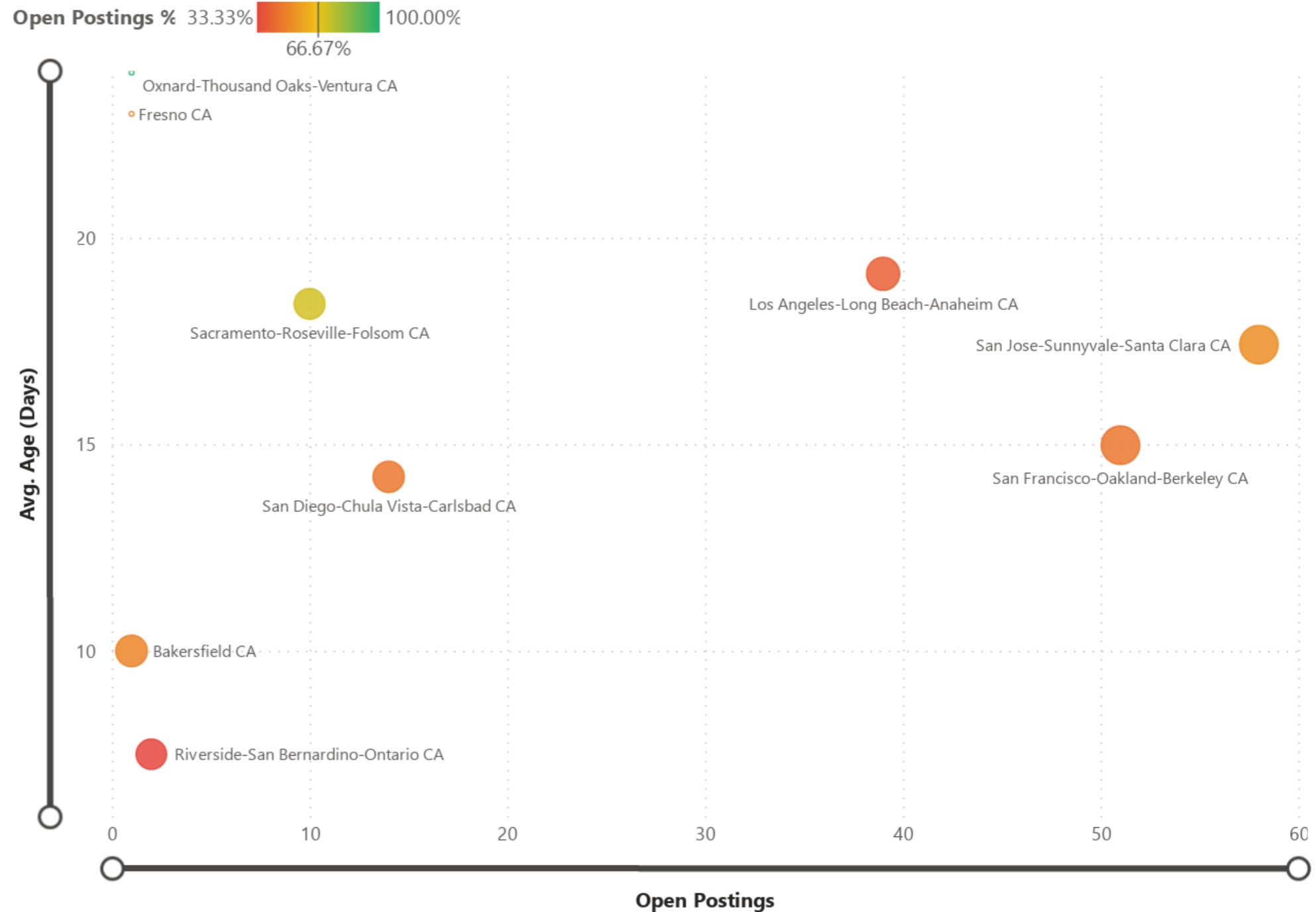
The number of open positions is in the X axis and the estimated average days on the market is on the Y axis. A job is considered open if it is still advertised on the Indeed jobs platform.



Open Jobs and Aging by Region

This scatterplot computes the current age of all open postings for the top selected titles.

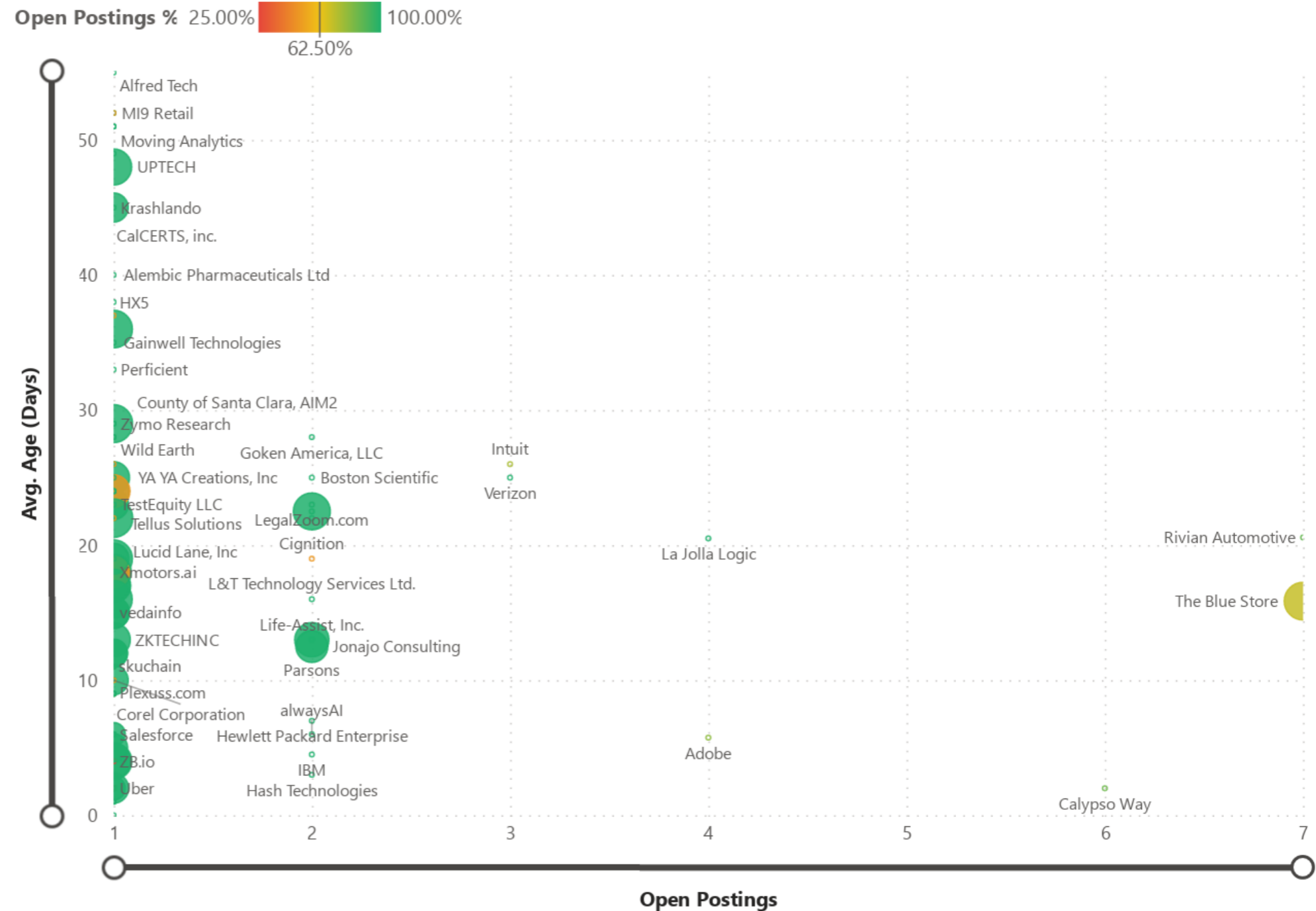
The number of open positions is in the X axis and the estimated average days on the market is on the Y axis. A job is considered open if it is still advertised on the Indeed jobs platform.



Open Jobs and Aging by Employer

This scatterplot computes the current age of all open postings for the top employers based on selected titles.

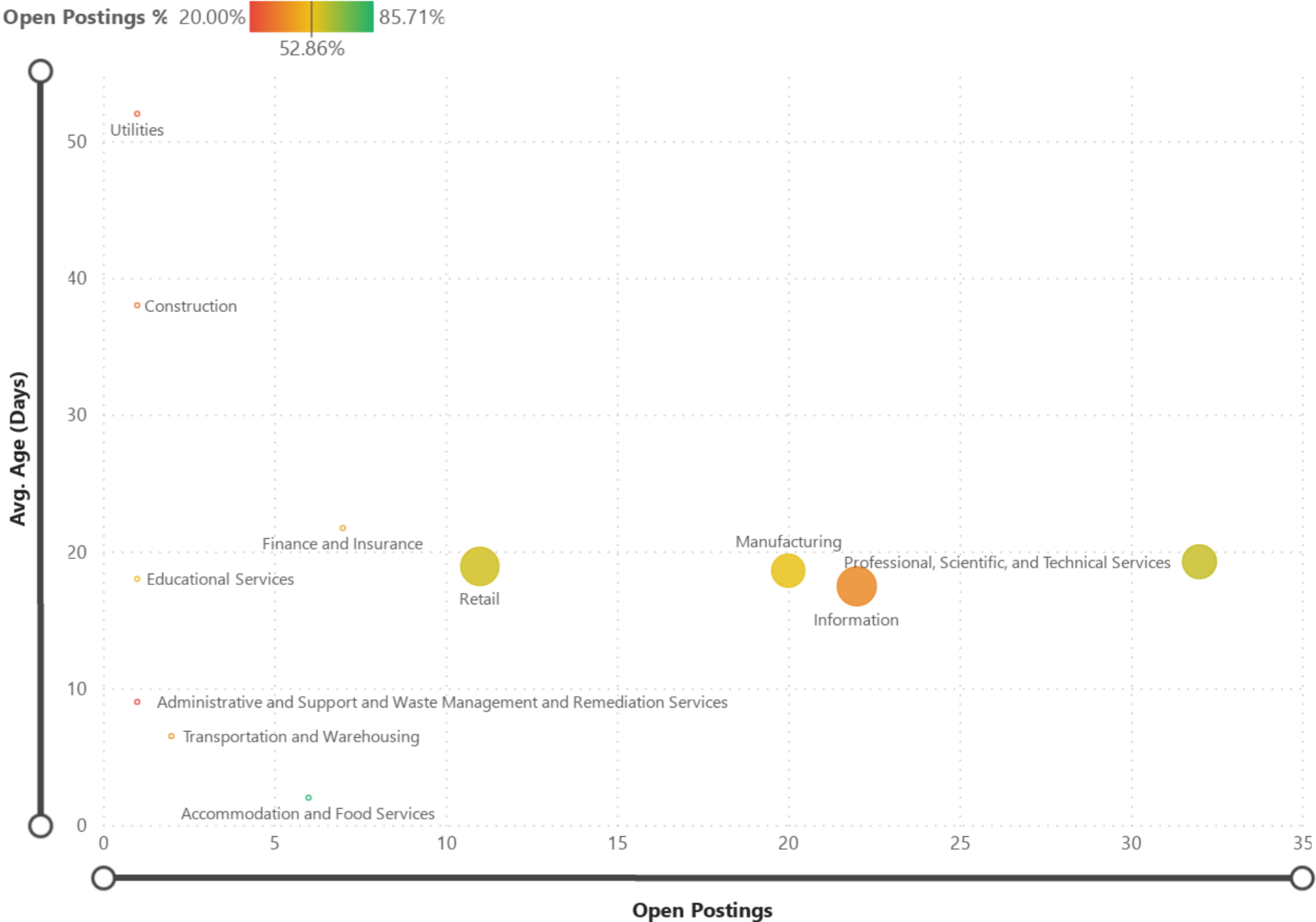
The number of open positions is in the X axis and the estimated average days on the market is on the Y axis. A job is considered open if it is still advertised on the Indeed jobs platform.



Open Jobs and Aging by Industry (NAICS Sector)

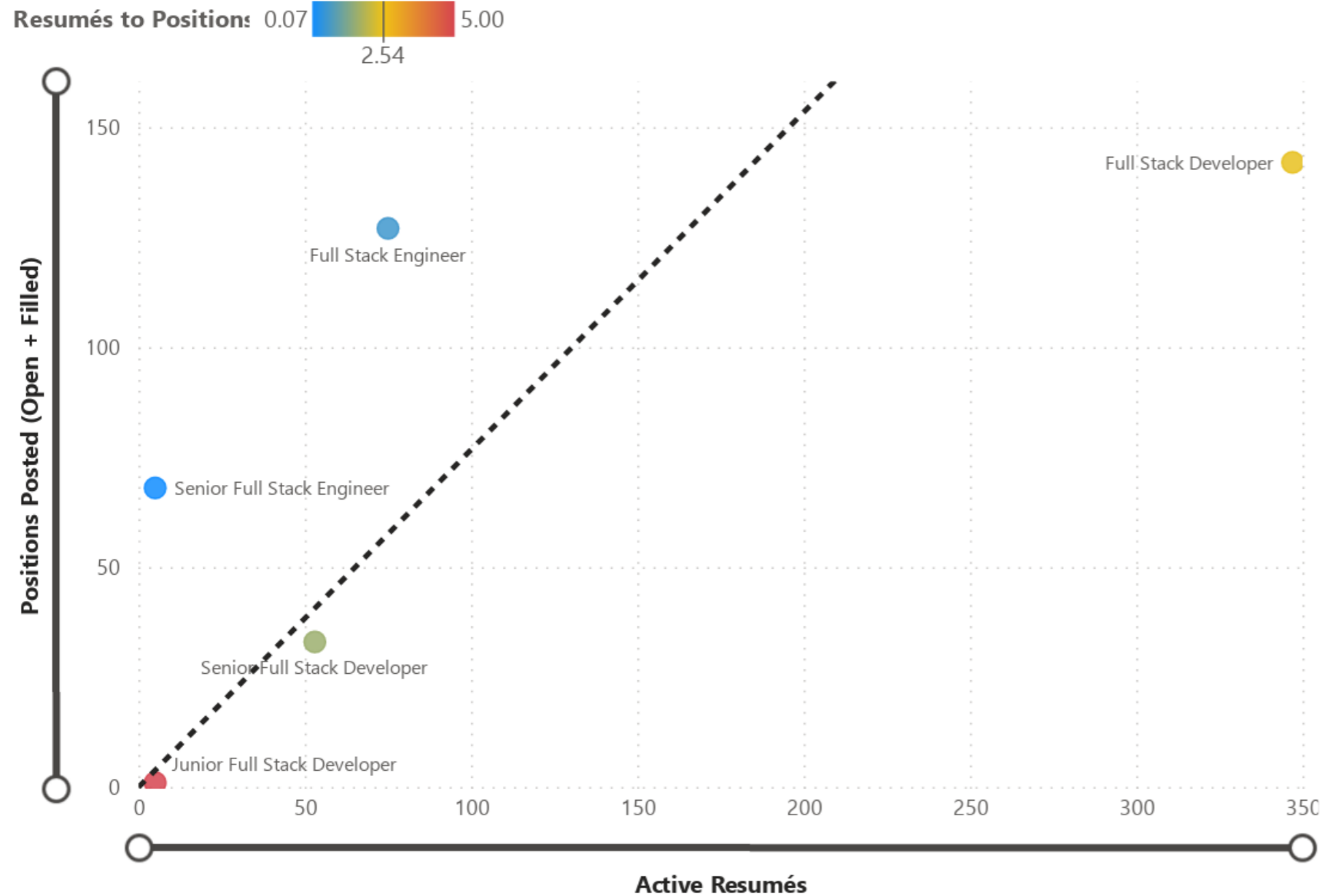
This scatterplot computes the current age of all open postings for the top selected titles.

The number of open positions is in the X axis and the estimated average days on the market is on the Y axis. A job is considered open if it is still advertised on the Indeed jobs platform.

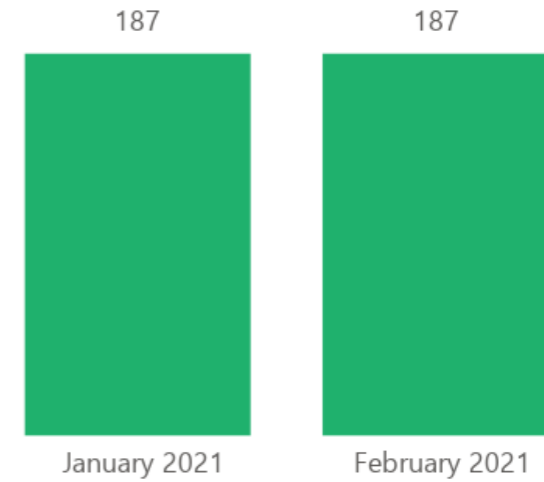


Supply and Demand

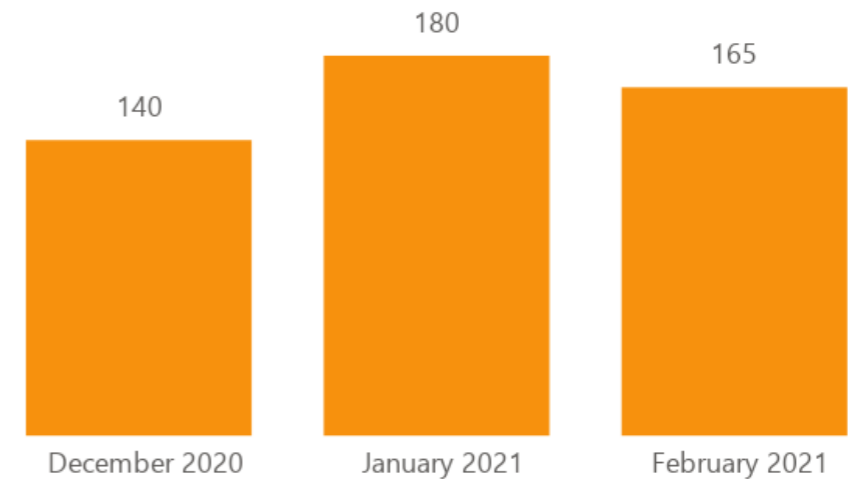
The scatterplot compares active resumé count (updated in last 90 days) to the total job positions for the selection. The resumé to job postings ratio is color coded. A high resumé to posting ratio indicates high supply relative to demand whereas a low resumé to posting ratio indicates high demand relative to supply.



Positions Posted by Month (Includes In-Process Months)



Active Resumés by Month Updated





Compensation Analysis Report

REPORTED AS OF: 2/28/2021

109,673

Median National Salary

132,108

Median Regional Salary

113,721

Avg. Posted Compensation

64.76%

Salary Satisfaction

12K

National Survey Count

4,059

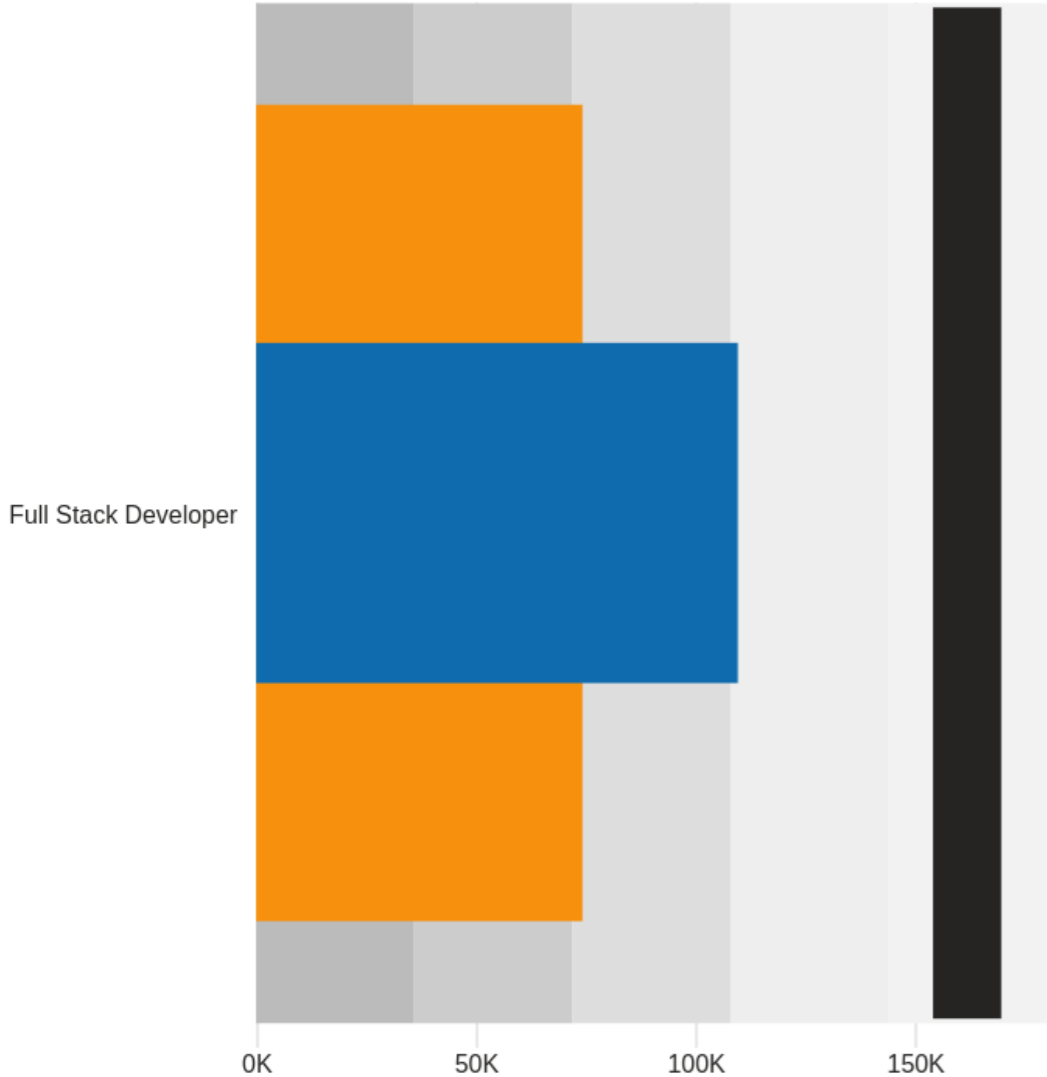
Regional Survey Count

Salary Ranges by Title

Indeed salary surveys capture compensation by title and employer at the national and regional levels. The national median salary across selected titles was **\$109,673** based on a survey count of **547,920**. The regional median salary across selected titles was **\$132,108** based on a survey count of **4,059**. For the selected titles, the salary satisfaction level was **64.76%** based on a survey count of **437**. This compares to a salary satisfaction score of **41.97%** across all job titles.

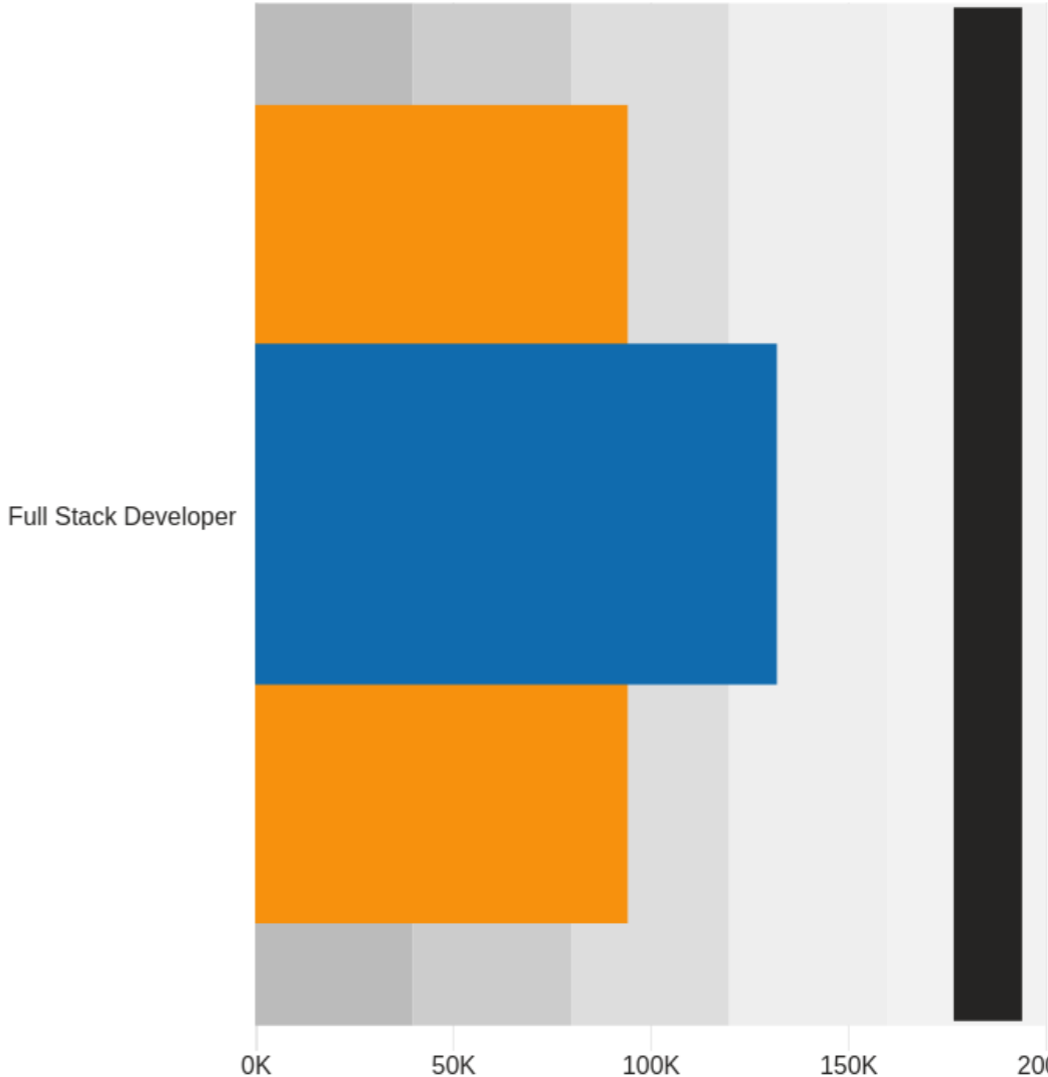
National Salary Ranges by Title

● Median Salary ● Minimum Salary | Maximum Salary



Regional Salary Ranges by Title

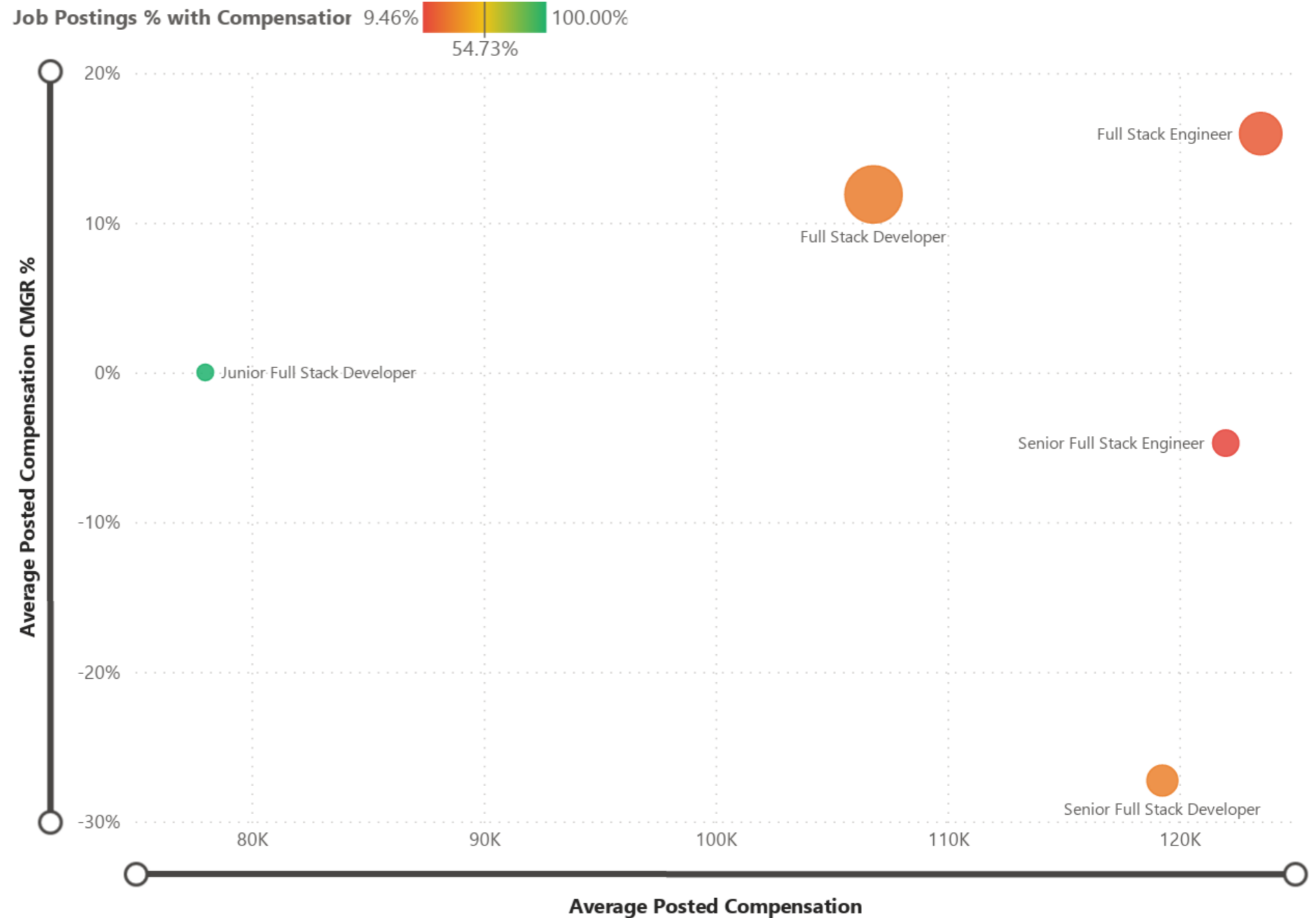
● Median Salary ● Minimum Salary | Maximum Salary



Advertised (Posted) Rates and Monthly Growth Rate (CMGR%) by Title

The average posted compensation for the selected titles was **\$113,721** based on **89** postings. This represents **21.39%** of all job postings and **72** companies.

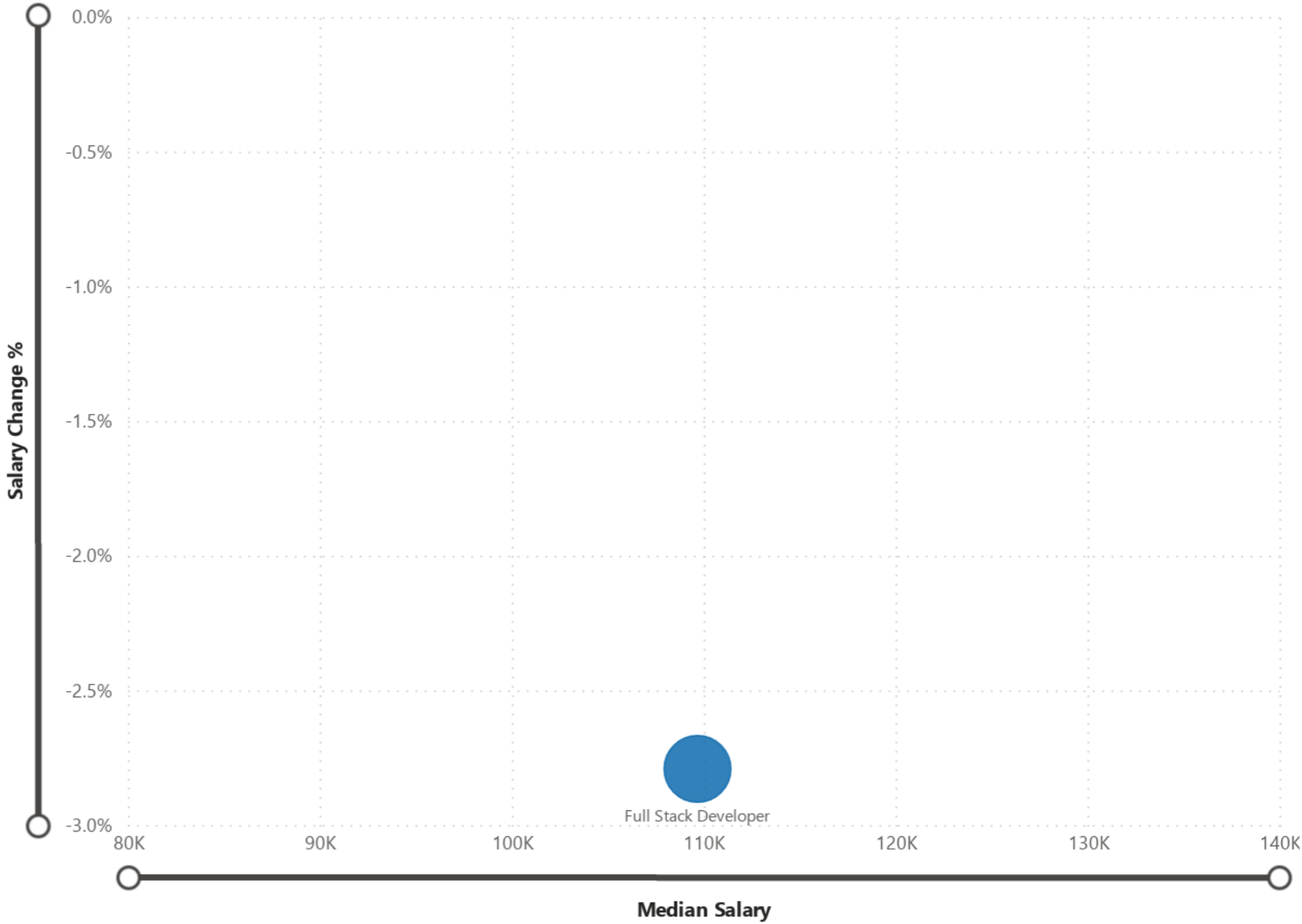
This scatterplot shows the average posted compensation on the X axis by the monthly growth rate (CMGR%) on the Y axis. The color indicates the percentage of all job postings that have an advertised rate.



National Median Compensation by Title and Survey Changes

Compensation survey results are collected quarterly. This scatterplot shows the median salary based on the last survey date and the change as a percentage from the previous survey.

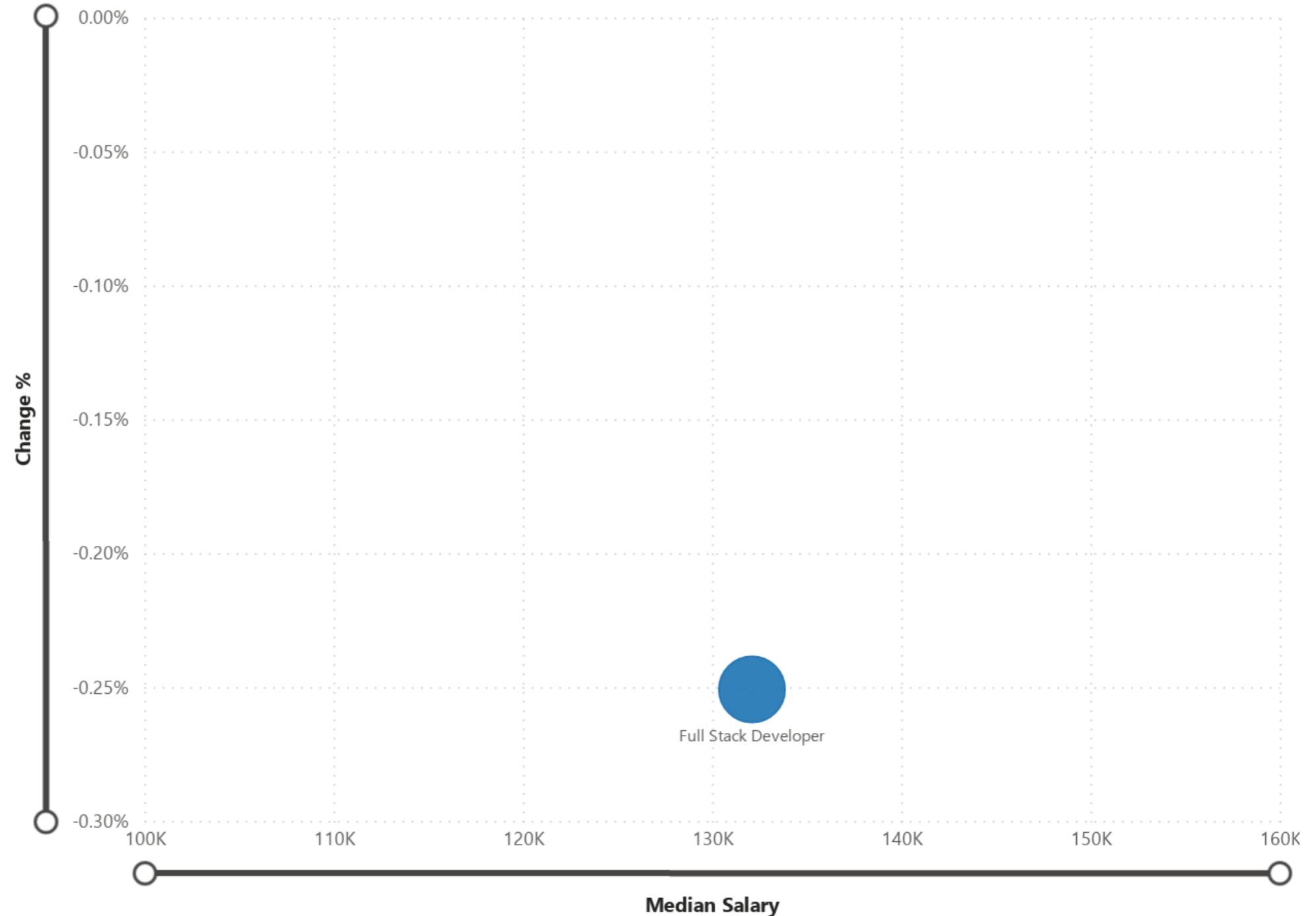
The size of the bubble is based on the survey count. The median salary for the selection is **\$109,673** and represents a **-2.79%** change from the previous survey.



Regional Median Compensation by Title and Survey Changes

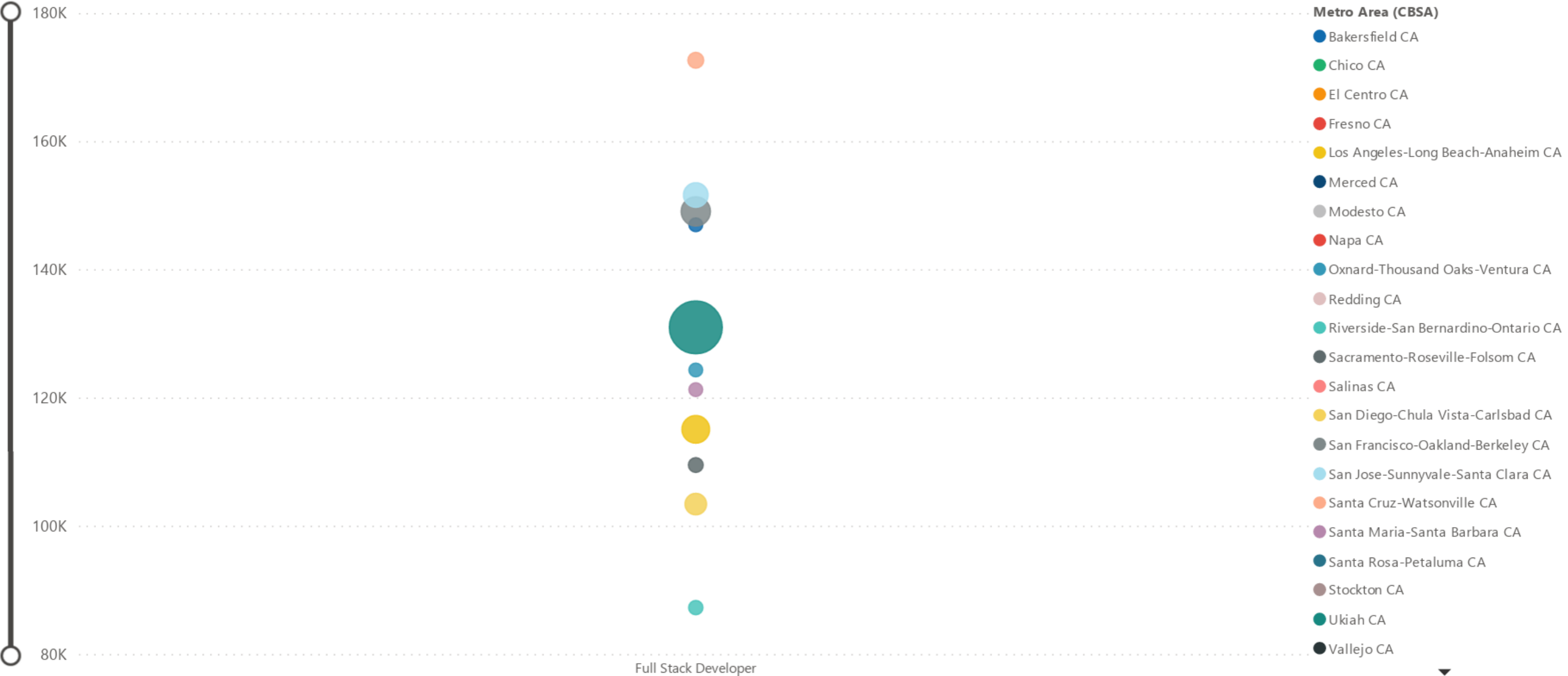
Compensation survey results are collected quarterly. This scatterplot shows the regional median salary based on the last survey date and the change as a percentage from the previous survey.

The size of the bubble is based on the survey count. The median salary for the selection is **\$132,108** and represents a **-0.25%** change from the previous survey.



Regional Distribution by Title

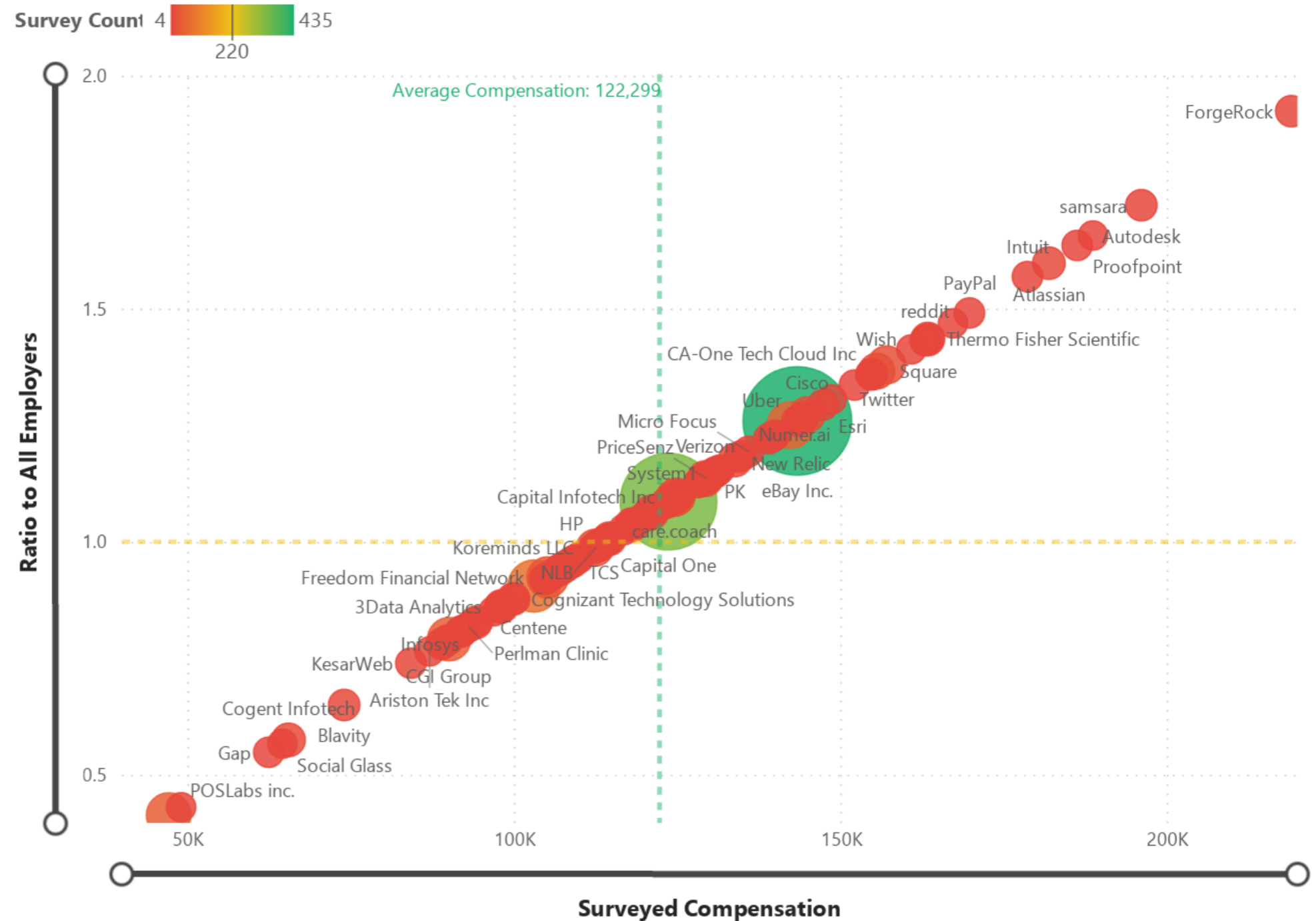
The following scatterplot shows the distribution of median compensation (Y axis) by metropolitan statistical area (X axis) for the regions selected. The size of the bubble is the regional survey count for the selected titles.



Salary Ranges by Employer

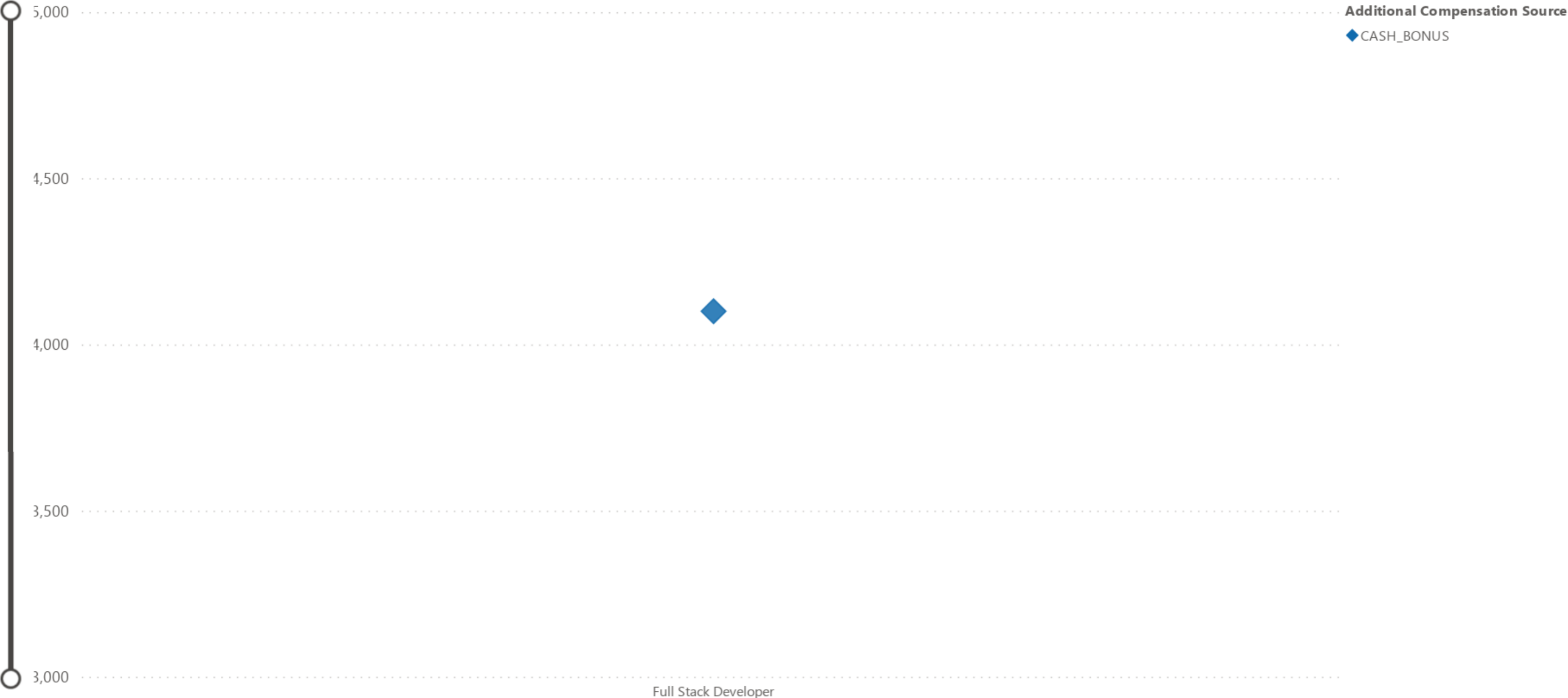
This scatterplot shows the compensation for top employers of selected titles (based on survey count). The X axis is the average surveyed compensation.

The Y axis is the ratio to compensation for all employers for the same job titles (e.g. 1.0 is the same as the market). The size of the bubble is based on survey count.



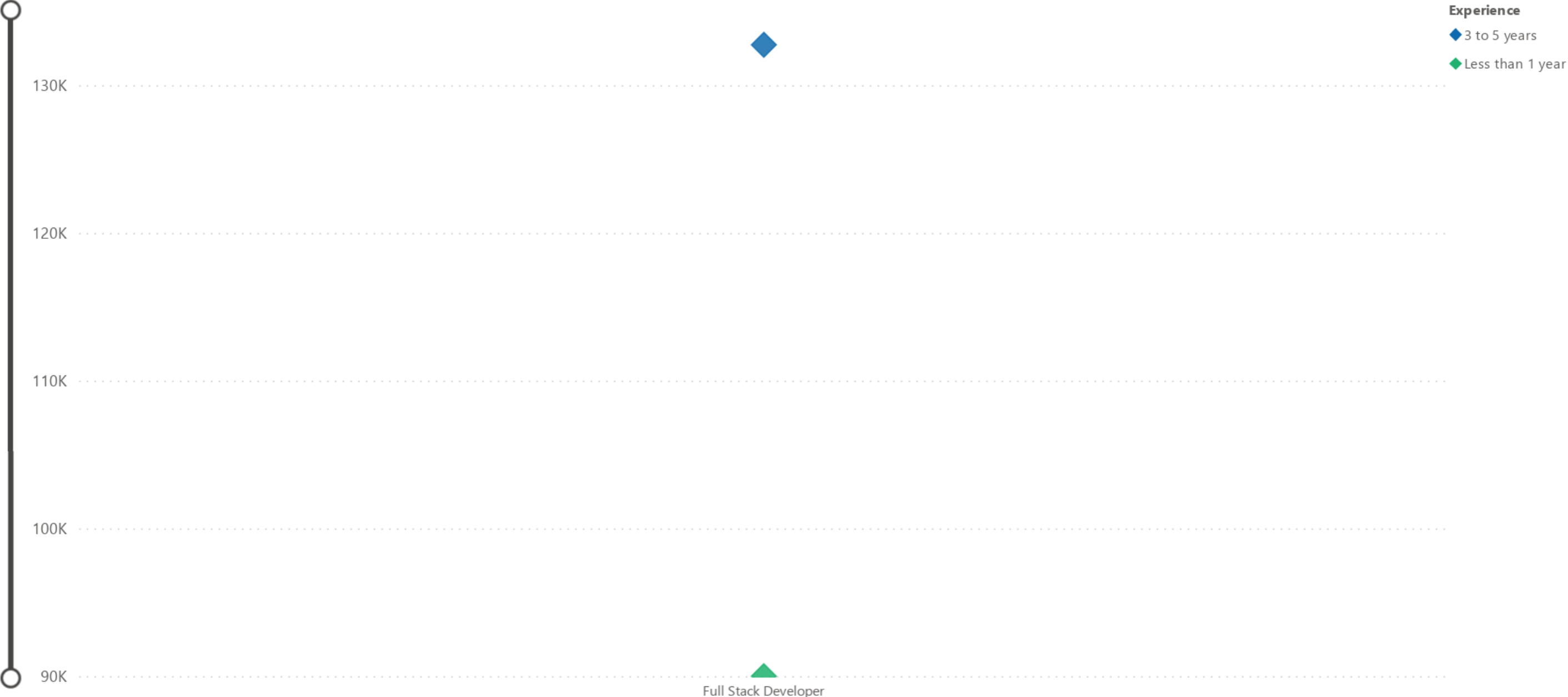
Additional Compensation Sources

The following scatterplot shows additional sources of compensation nationally for the top selected titles.



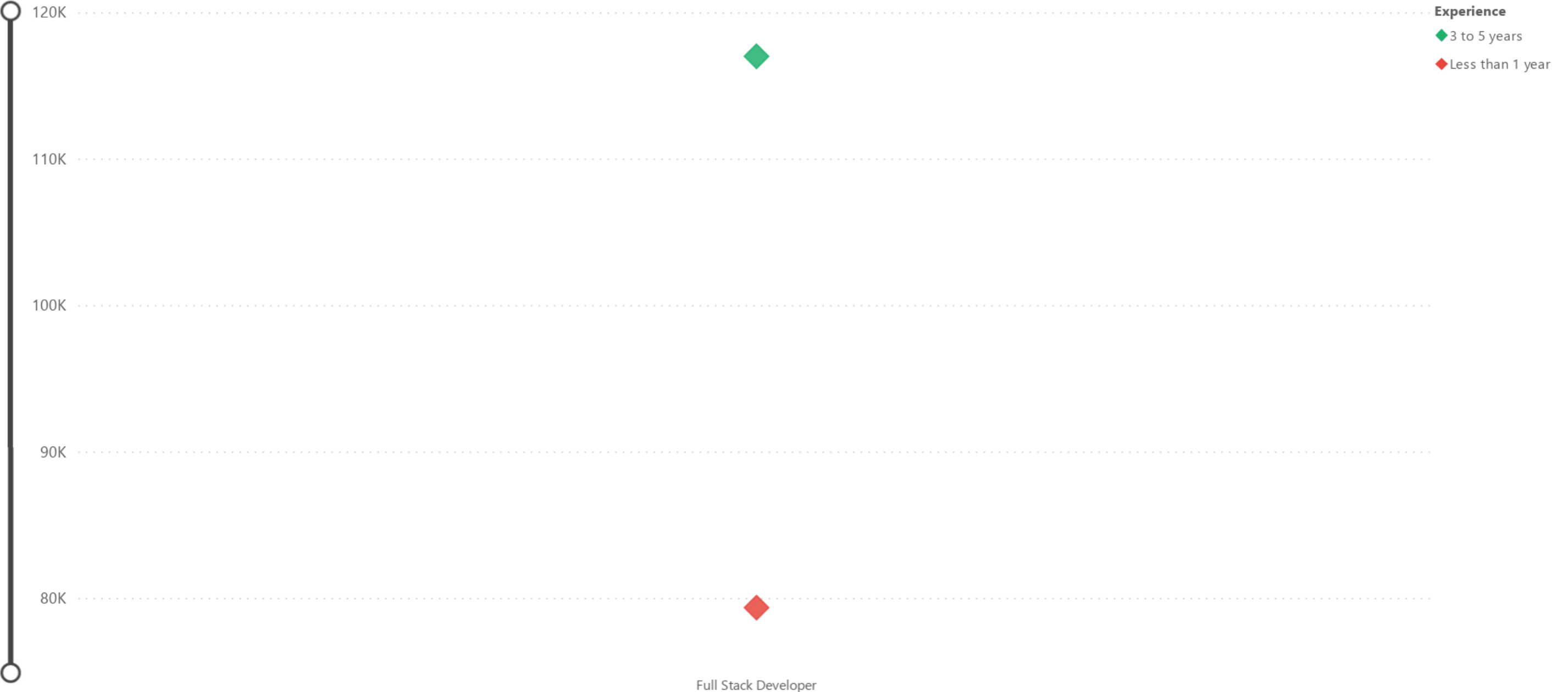
Salary by Experience Level (National)

Indeed provides additional salary data on a selective basis based on years of experience for the top selected titles as shown below.



Salary by Experience Level (Regional)

Indeed provides additional salary data on a selective basis based on years of experience for selected titles as shown below.



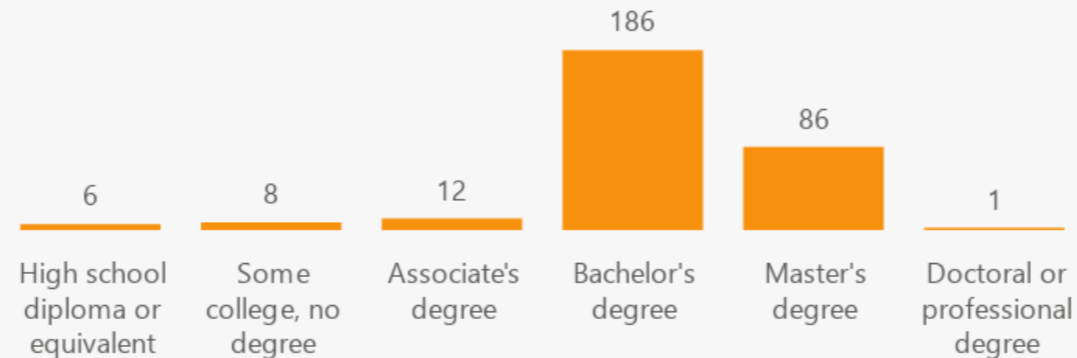


Skills Analysis Report

REPORTED AS OF: 2/28/2021

Programming Fundamentals

Most Frequent Assessment



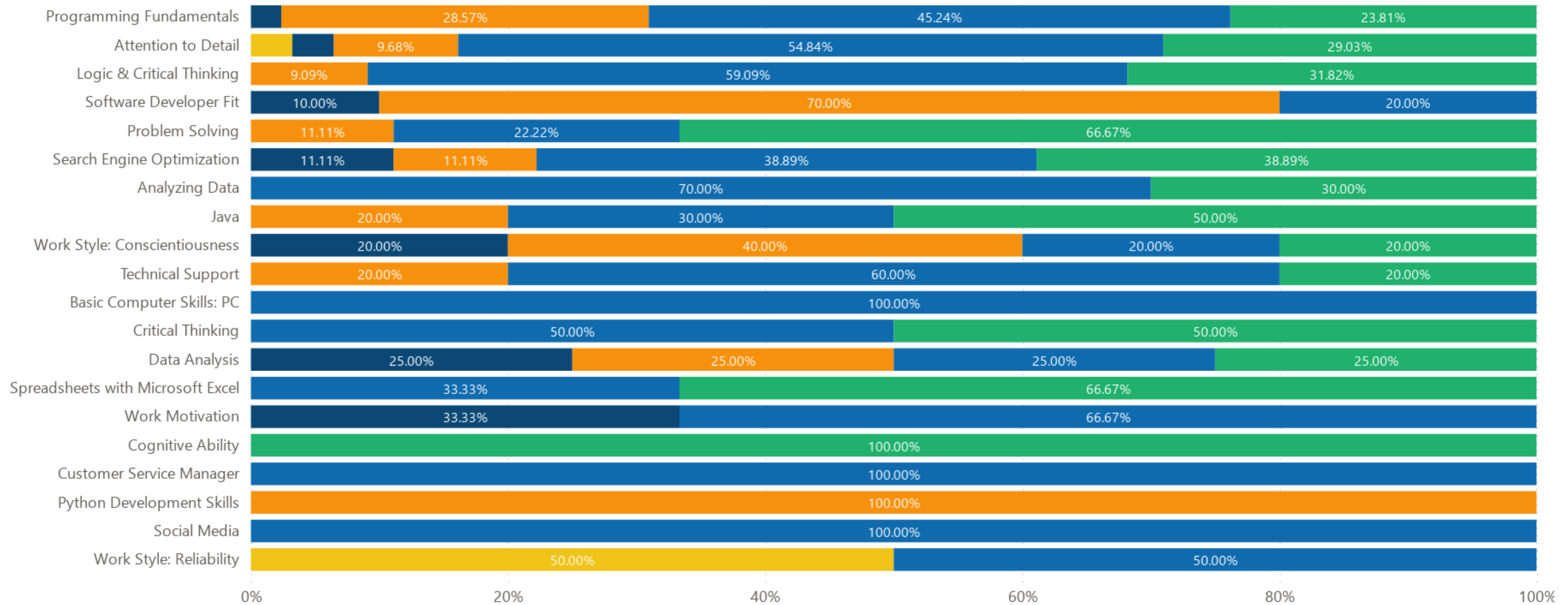
JavaScript

Most Cited Resumé Skill

Top Assessment Tests Completed

Indeed provides 150 standardized [assessments](#) to employers as part of the hiring process. Employers can also create customized assessments. The following bar chart shows the distribution of proficiency results for **372,745** completed assessments ranked by resumé counts.

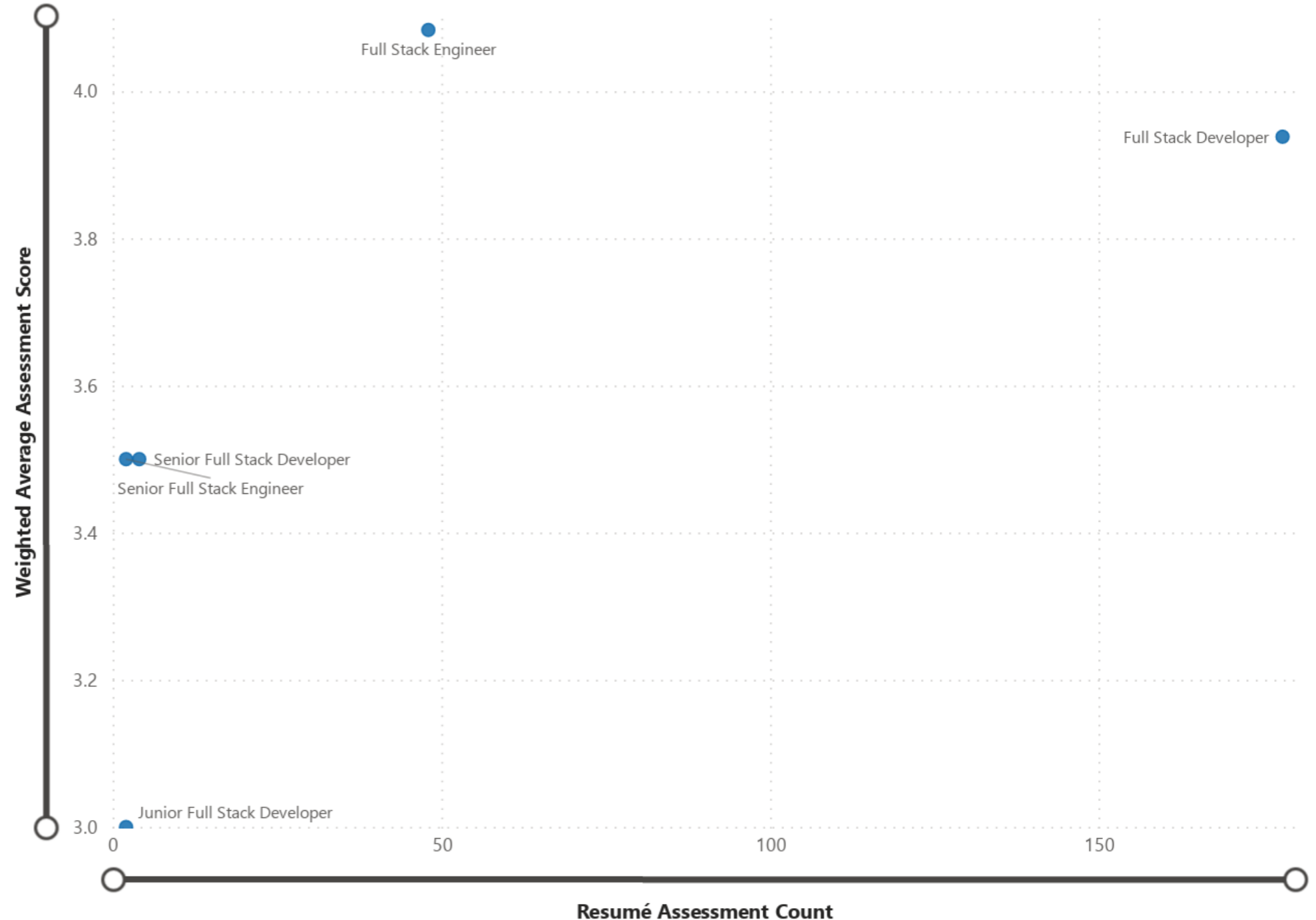
Proficiency ● Completed ● Familiar ● Proficient ● Highly Proficient ● Expert



Assessment Proficiency by Title

Indeed provides 150 standardized [assessments](#) to employers as part of the hiring process. Employers can also create customized assessments.

This scatterplot shows the weighted average score by the assessment count for top selected titles. The weighted average assessment score is **3.95** on a scale of 1 to 5 with 5 being the highest proficiency.

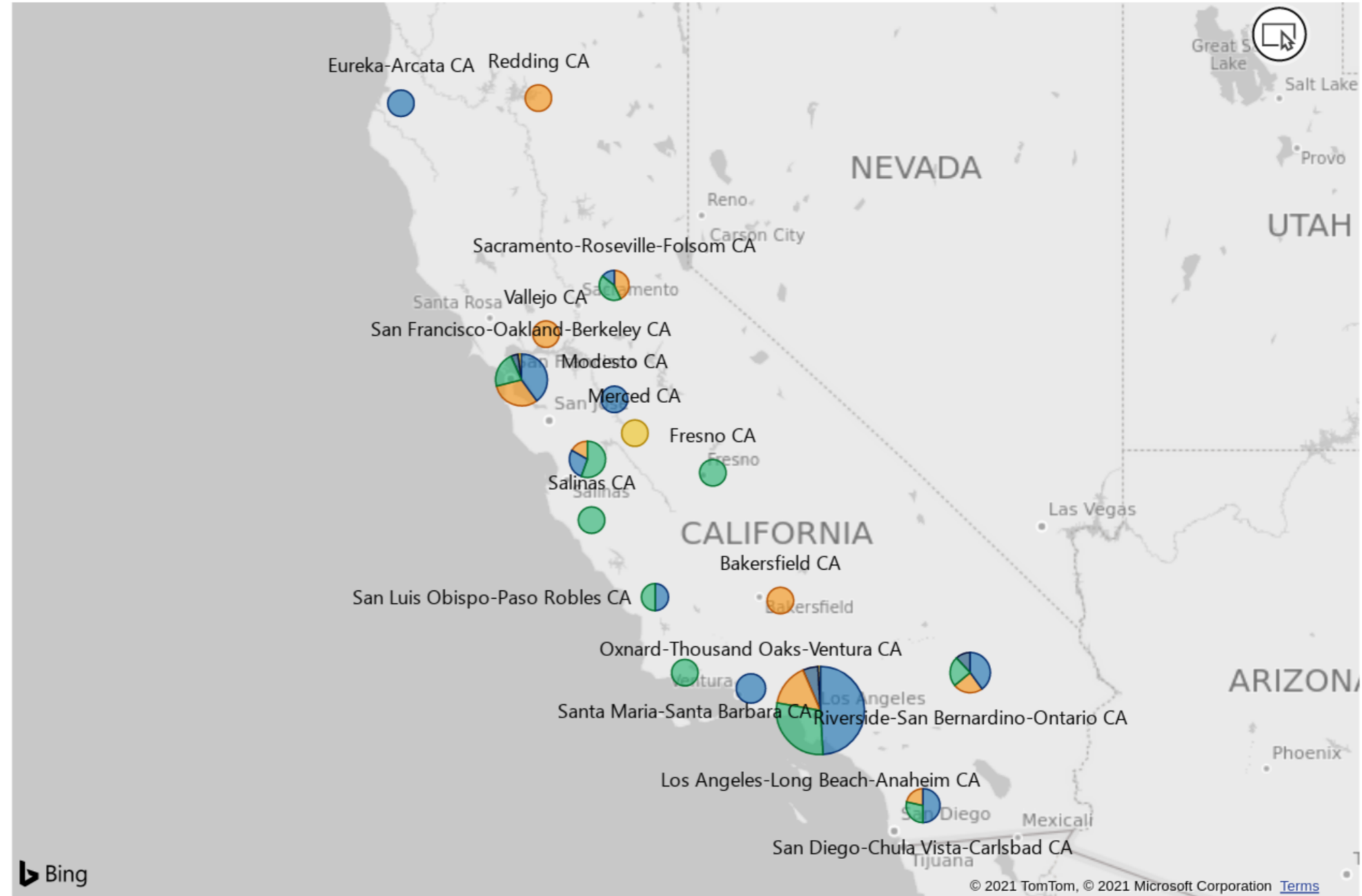


Regional Assessment Proficiency Distribution

Indeed provides 150 standardized [assessments](#) to employers as part of the hiring process. Employers can also create customized assessments.

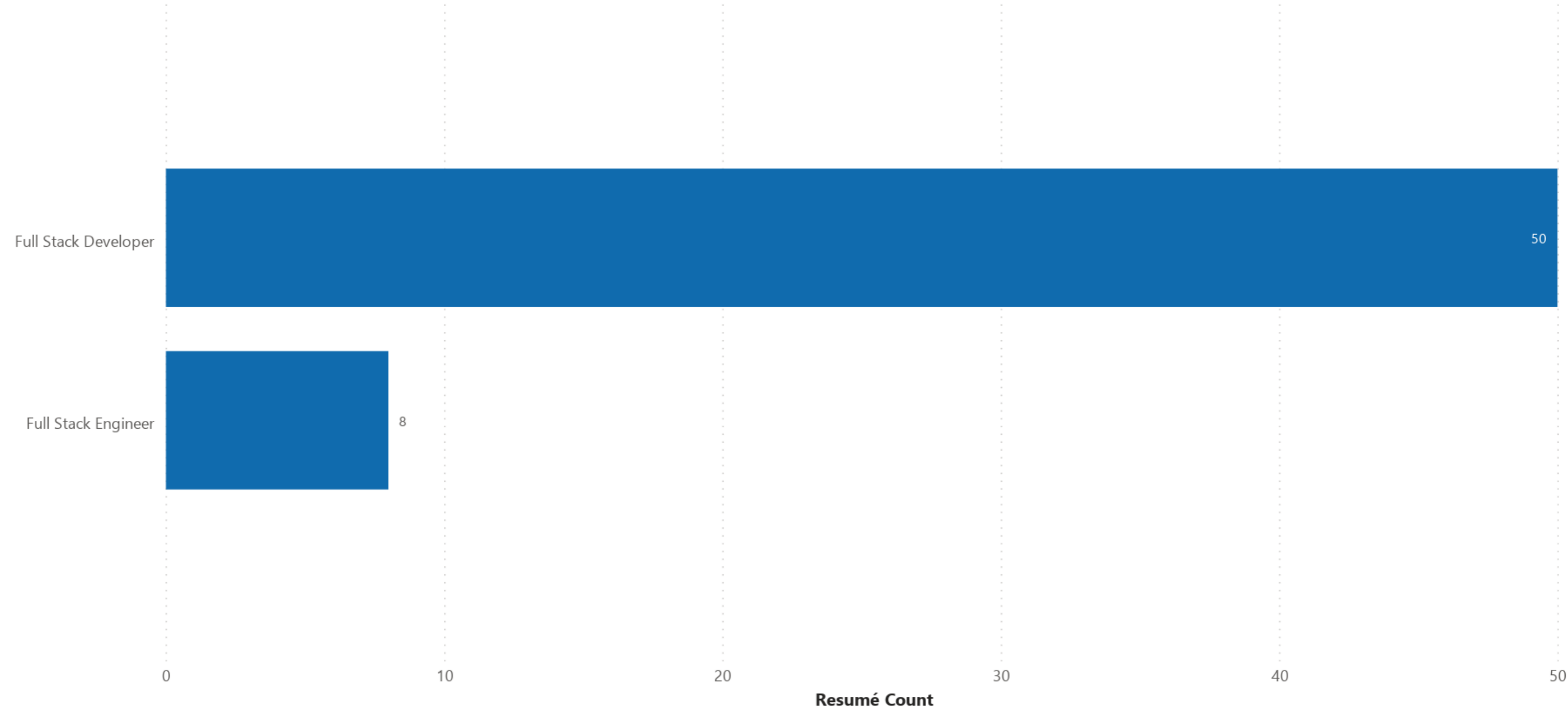
This map shows the distribution of proficiency expertise by top regions (MSA).

Assessment Proficiency ● Completed ● Familiar ● Proficient ● Highly Proficient ● Expert



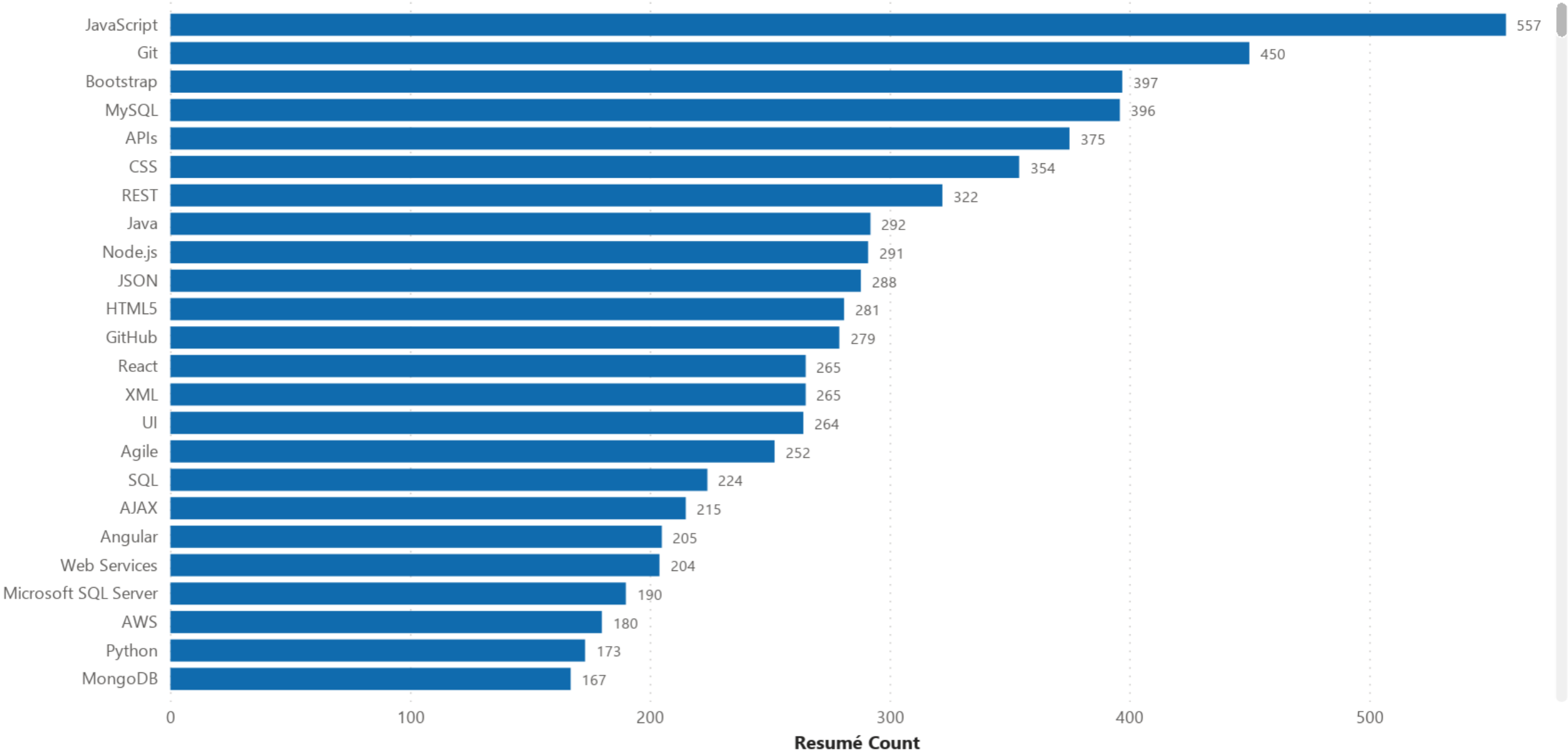
Top Cited Resumé Certifications

The following certifications were cited on a 2020 sample of **12,194** resumes based on the selected titles.



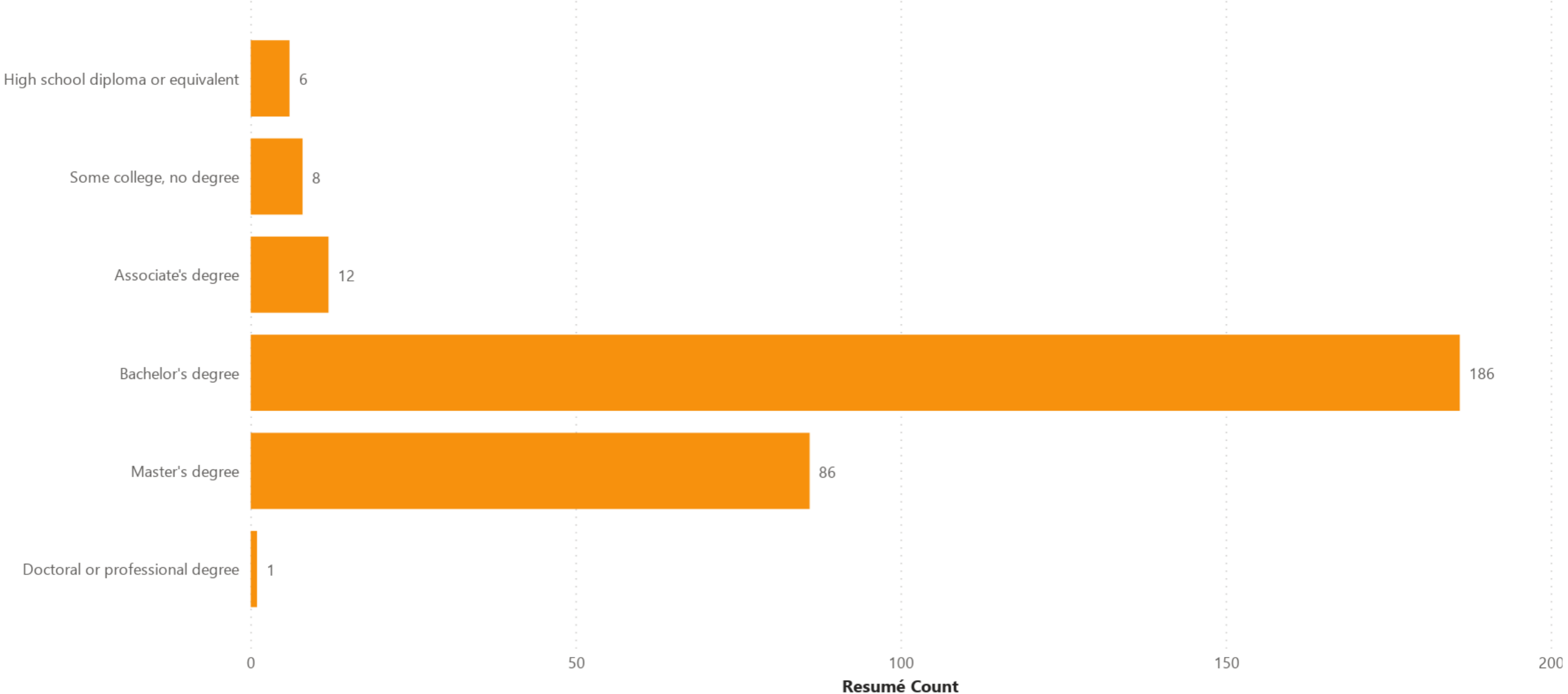
Top Cited Resumé Skills

The following skills were cited on a 2020 sample of **12,194** resumes based on the selected titles.



Resumés by Last Education Level

The following is the education level distribution for resumés based on the selected titles.



Postsecondary Resumés

The following are the top listed colleges and universities for **189** postsecondary resumés based on the selection. Note that a degree or certification must be listed to be included in this count. Note that where there is ambiguity, we used the institution with the highest head count. For example, California State University would be allocated to California State University - Chico.

Institution	Associate's degree	Bachelor's degree	Master's degree	Doctoral or professional degree	Total
University of California-Davis		21	3		24
California State University-Chico		11	2		13
San Jose State University		7	3		10
San Francisco State University		6	1		7
University of California-Irvine		4	2		6
Western Governors University		6			6
California State University-San Bernardino		4			4
Sonoma State University		4			4
Bellevue University		2	1		3
California Polytechnic State University-San Luis Obispo		3			3
California State University-Fullerton		1	2		3
California State University-Long Beach		2	1		3
New York University		2	1		3
Southern New Hampshire University		3			3
University of Florida			3		3
University of Georgia		3			3
Westcliff University			2	1	3
Arkansas Tech University			2		2
California State Polytechnic University-Pomona		2			2
California State University-Los Angeles			2		2
California State University-Northridge		2			2
Georgia Institute of Technology-Main Campus			2		2
Indiana State University			2		2
Loyola Marymount University		2			2
Maharishi University of Management			2		2
Total	2	91	41	1	135



Employer Profile Report

REPORTED AS OF: 2/28/2021

890

Companies

3.77

Overall Rating (5 Pt. Scale)

400

Median Revenues (Millions)

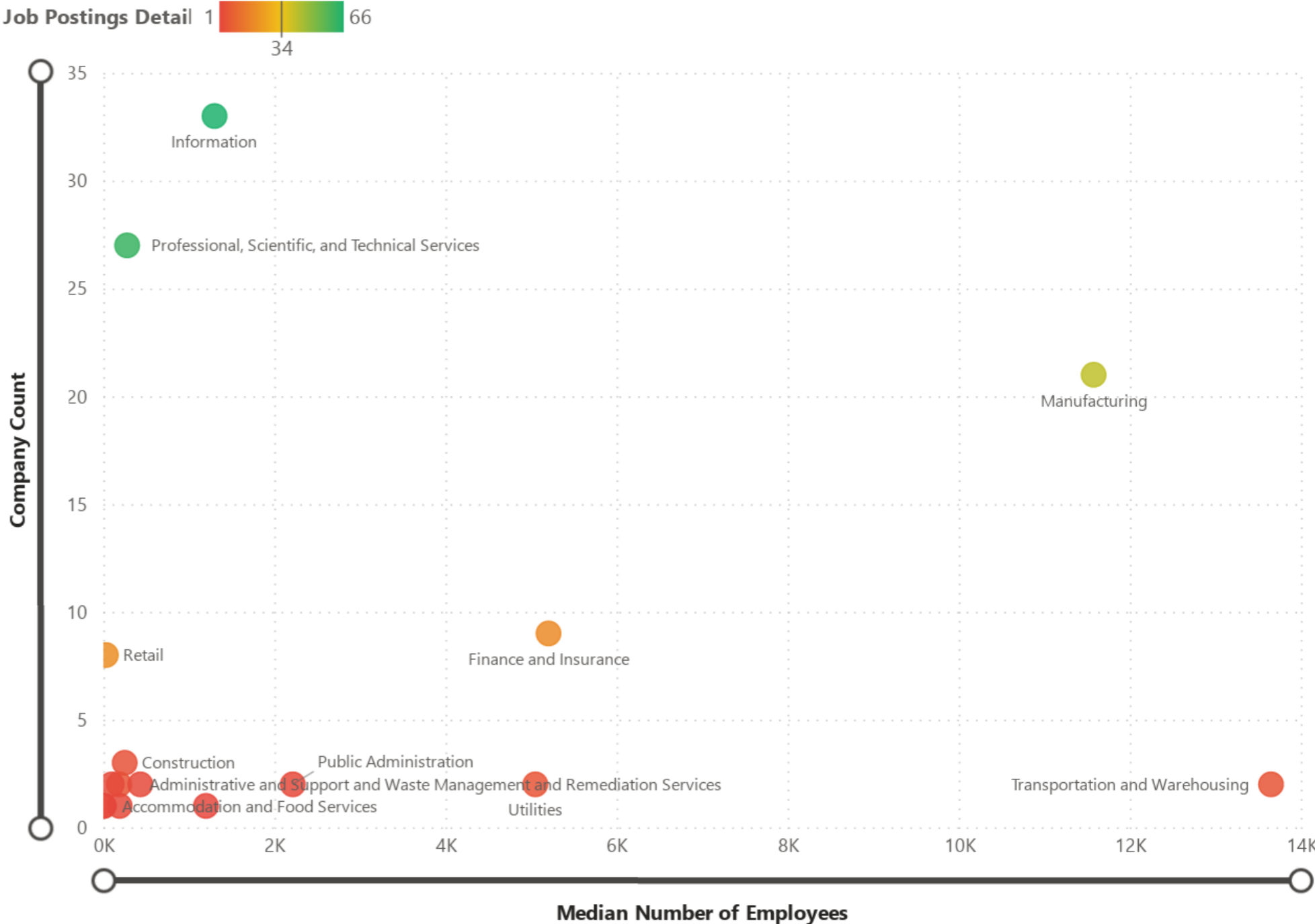
284.00

Median Employees

Company Profiles by Industry (NAICS Sector)

This scatterplot shows the distribution of number of companies (Y axis) and median employees (X axis) by NAICS sector.

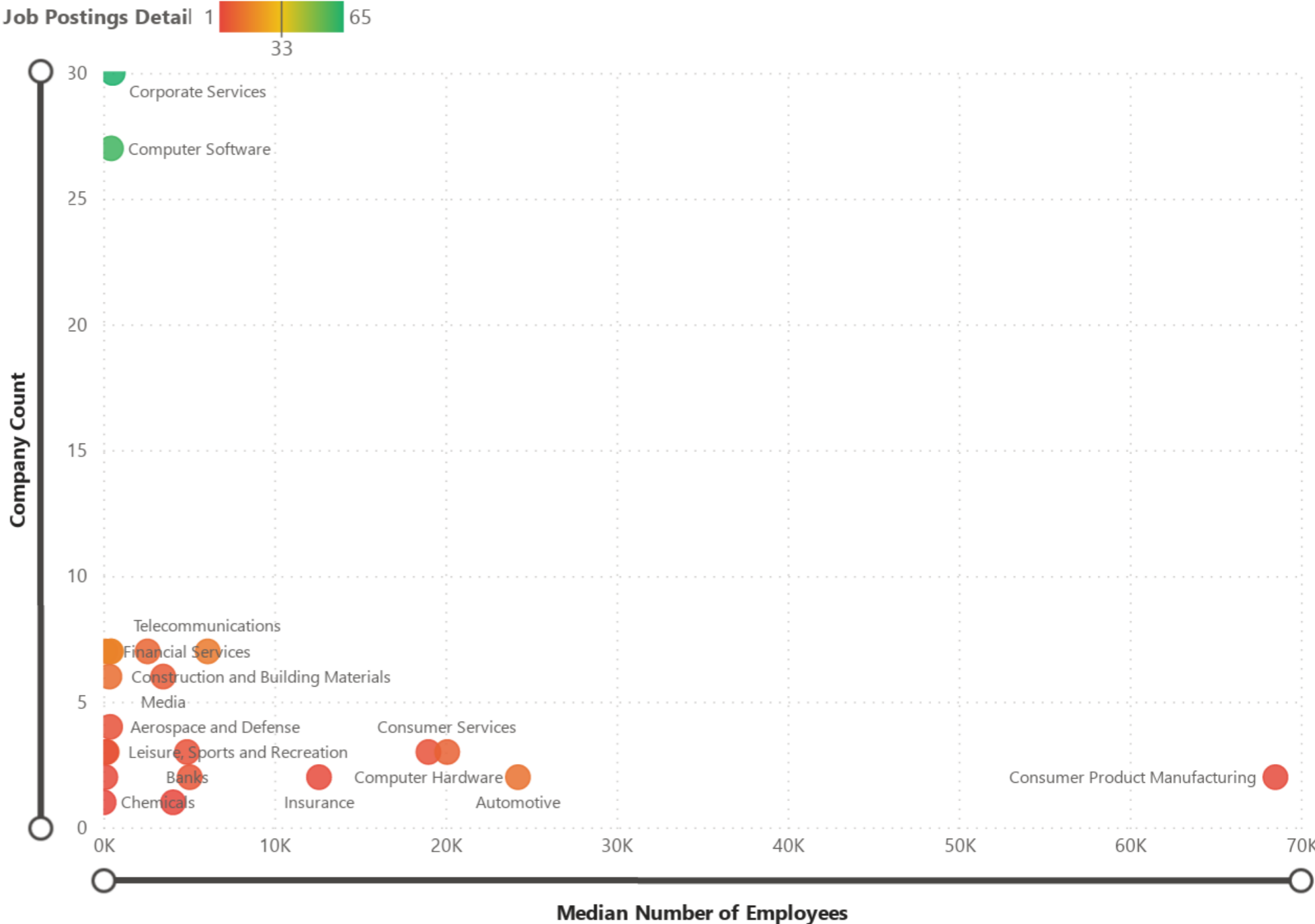
The color legend shows the most active hiring companies.



Company Profiles by InsideView Industry

This scatterplot shows the distribution of number of companies (Y axis) and median employees (X axis) by InsideView Industry.

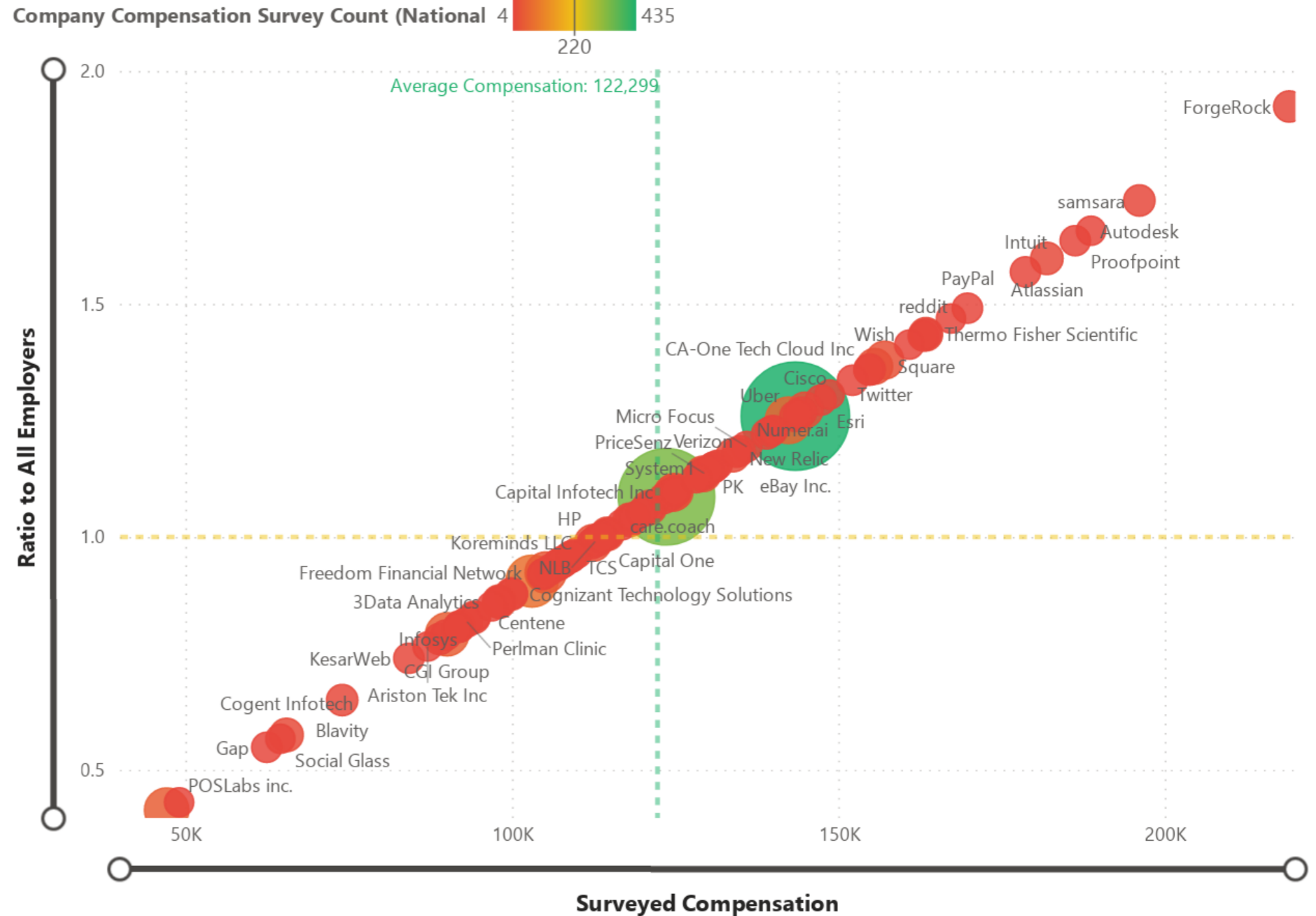
The color legend shows the most active hiring companies.



National Salary Ranges by Employer

This scatterplot shows the compensation for top employers of selected titles (based on survey count).

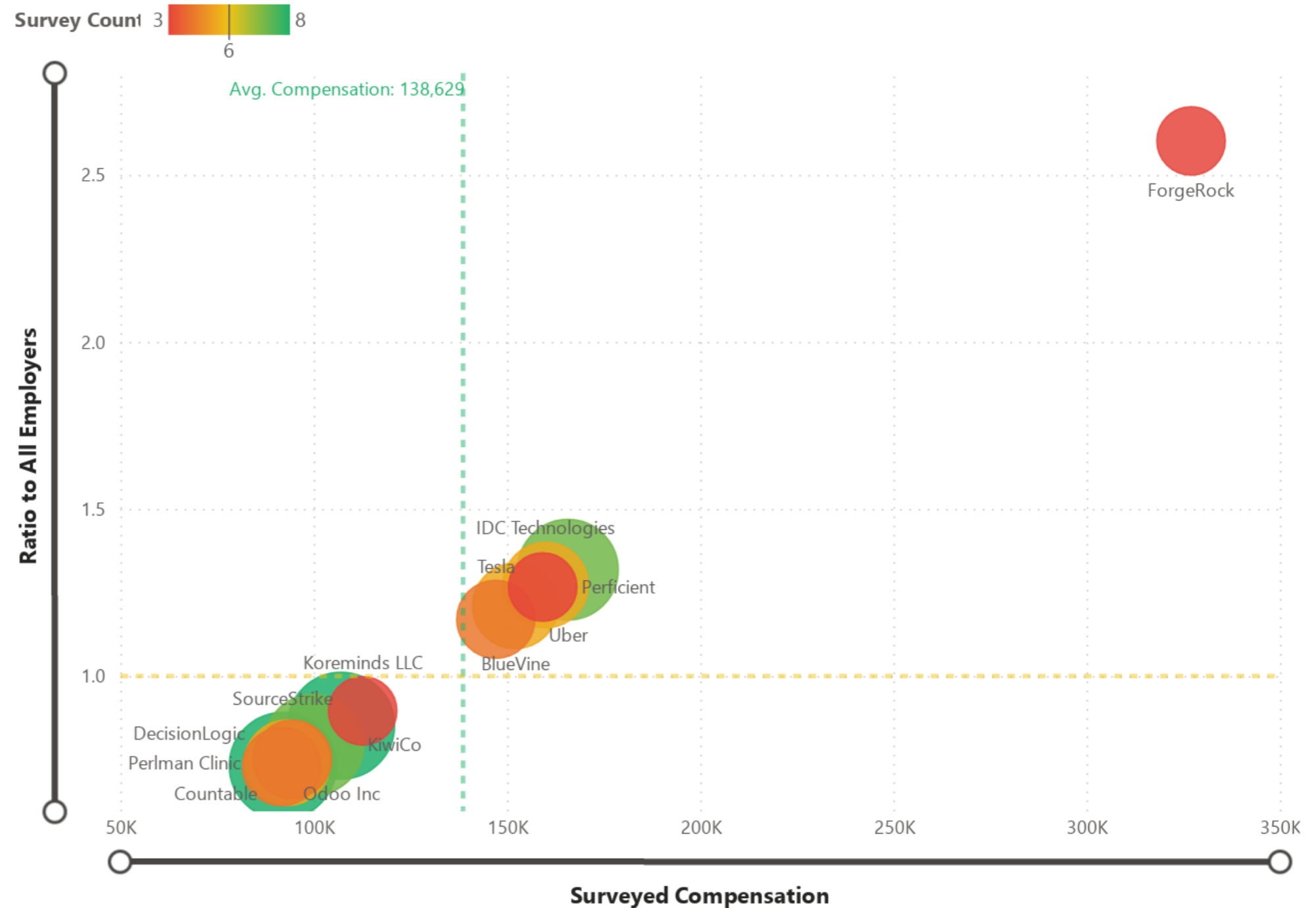
The X axis is the average surveyed compensation. The Y axis is the ratio to compensation for all employers for the same job titles (e.g. 1.0 is the same as the market). The size of the bubble is based on survey count.



Regional Salary Ranges by Employer

This scatterplot shows the compensation for top employers of selected titles (based on survey count).

The X axis is the average surveyed compensation. The Y axis is the ratio to compensation for all employers for the same job titles (e.g. 1.0 is the same as the market). The size of the bubble is based on survey count.



Advertised (Posted) Rates by Employer

This scatterplot shows the compensation for top employers of selected titles (based on posted rates).

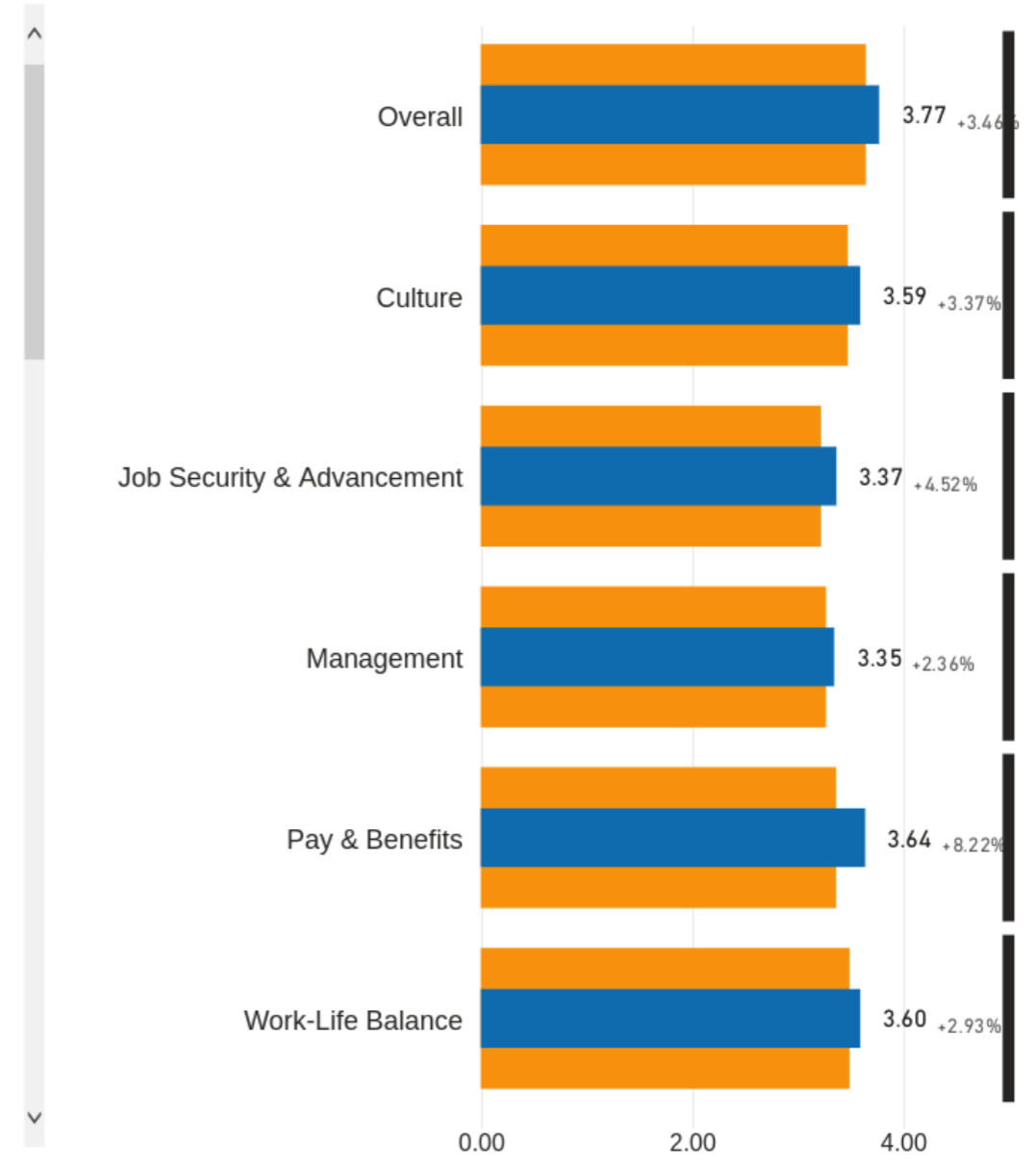
The X axis is the average surveyed compensation. The Y axis is the ratio to compensation for all employers for the same job titles (e.g. 1.0 is the same as the market). The size of the bubble is based on number of job postings.



Indeed® Standard Ratings

Employee satisfaction is a critical component of an employer's brand. Indeed provides a standard [rating system](#) whereby employees and former employees can rate their employers. The rating system consists of five categories and an overall rating on a five-point scale. The bullet graph below compares the weighted average ratings (based on **12,237,473** surveys) for employers of selected titles and compares it to the ratings of ALL employers and all titles (geography and industry filters still apply). The top rated companies by score are also provided.

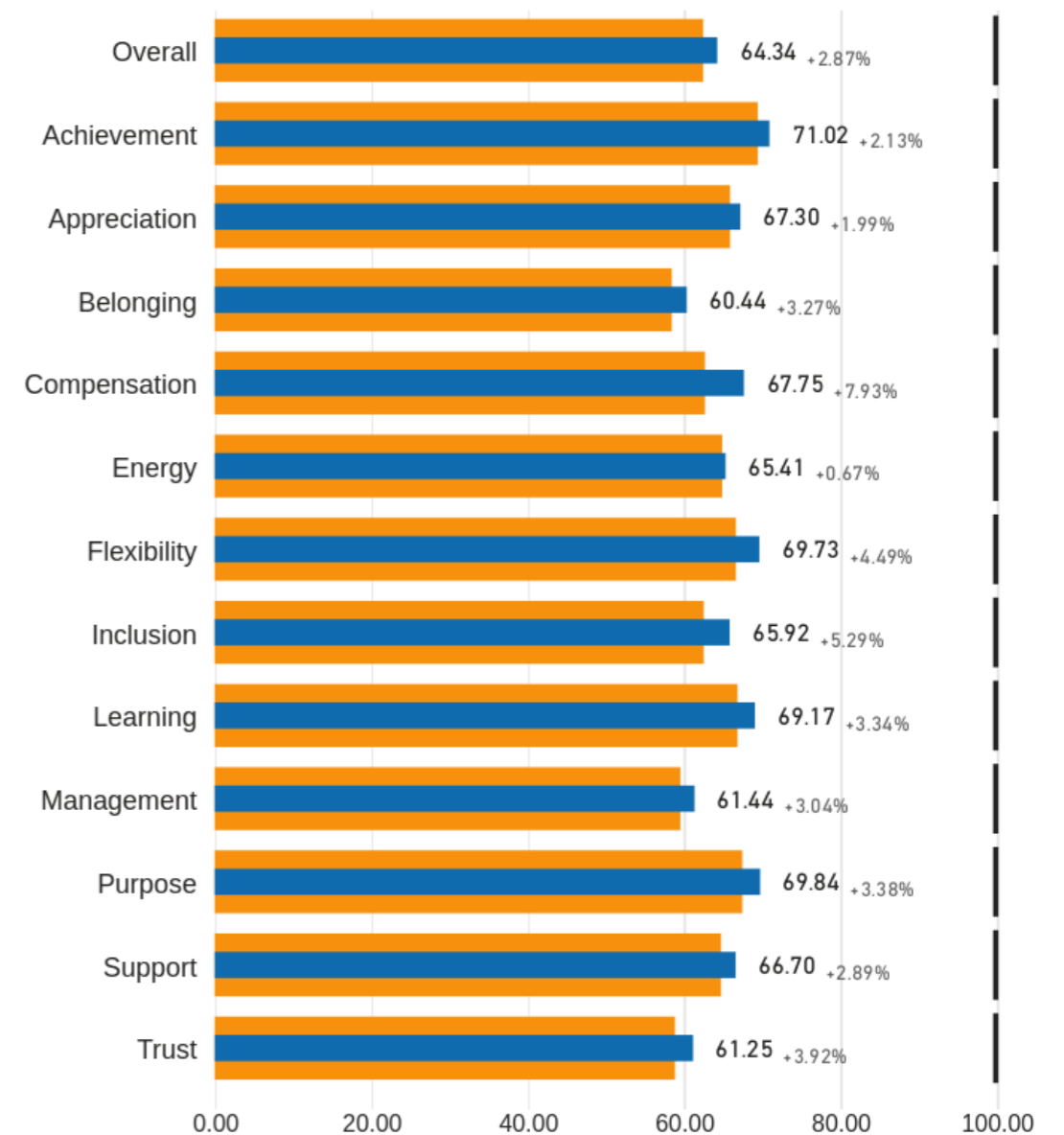
Company Name	Overall	Culture	Job Security	Mgmt.	Pay & Benefits	Work-Life	Count	Salary Satisf.	Salary Count
Adobe	4.30	4.10	3.70	3.70	4.20	4.10	693	81.00%	242
Salesforce	4.30	4.20	3.80	3.80	4.30	4.00	695	83.00%	381
SAP	4.30	4.10	3.90	3.80	4.10	4.10	2,497	79.00%	581
Airbnb	4.20	4.10	3.60	3.80	3.90	4.10	376	74.00%	389
Apple	4.20	4.10	3.70	3.70	4.10	3.80	9,979	70.00%	8,668
Intuit	4.20	4.10	3.40	3.70	4.10	4.10	1,507	80.00%	905
Stanford University	4.20	3.90	3.70	3.70	3.90	4.00	695	68.00%	529
Warner Bros. Entertainment	4.20	4.00	3.40	3.70	4.00	3.90	719	67.00%	347
American Express	4.10	4.00	3.60	3.70	4.00	4.00	7,986	75.00%	2,580
Autodesk	4.10	3.90	3.30	3.50	4.00	4.10	472	81.00%	236
Cisco	4.10	3.90	3.40	3.60	4.00	4.10	5,827	76.00%	2,431
Genentech	4.10	3.90	3.40	3.50	4.10	3.90	940	78.00%	685
KBR Inc	4.10	3.90	3.60	3.70	4.00	3.90	4,180	79.00%	1,757
Accenture	4.00	3.90	3.80	3.60	3.60	3.70	20,308	80.00%	6,638
Boston Scientific	4.00	3.80	3.50	3.60	3.90	3.80	1,713	63.00%	1,032
Deloitte	4.00	3.80	3.70	3.60	3.70	3.40	9,922	65.00%	2,065
Edwards Lifesciences	4.00	3.80	3.60	3.60	3.90	3.80	407	73.00%	271
HP	4.00	3.90	3.50	3.60	3.60	4.00	12,782	65.00%	2,810
L&T Technology Services Ltd.	4.00	3.70	3.80	3.60	3.50	3.60	4,061	56.00%	274
Parsons	4.00	3.70	3.40	3.60	3.80	3.80	919	72.00%	406
Samsung Electronics	4.00	3.70	3.50	3.50	3.90	3.60	8,166	62.00%	1,797
VMware	4.00	3.90	3.40	3.40	4.10	3.90	903	83.00%	321
Chase	3.90	3.70	3.50	3.50	3.80	3.70	8,581	58.00%	3,522
Netflix	3.90	3.80	3.20	3.50	4.00	3.60	576	83.00%	382
Aricent	3.90	3.80	3.60	3.30	3.40	3.70	480	60.00%	45
Booz Allen Hamilton	3.90	3.70	3.40	3.50	3.90	3.90	2,200	71.00%	1,204
Broadcom	3.90	3.60	3.30	3.40	3.90	3.70	600	71.00%	183
Capital One	3.90	3.90	3.40	3.50	4.00	3.90	9,135	72.00%	6,921
Cognizant Technology	3.90	3.70	3.70	3.50	3.50	3.70	13,861	51.00%	2,949
Total	3.78	3.60	3.37	3.35	3.64	3.59	451,796	59.11%	317,283



Indeed® Happiness Survey

The Indeed [Work Happiness Score](#) is a survey that shows how people feel at work. Surveys are based on a five-point scale (where 1 means strongly disagree and 5 means strongly agree), and the resulting scores are represented on a scale of 1 to 100. In addition, the methodology identifies 12 other drivers of happiness at work which are calculated through the same process. The bullet graph below compares the weighed average ratings (based on **1,888,760** survey count) for employers of selected titles and compares to weighted average ratings for ALL employers and titles (geography and industry filters still apply). The top happiness survey employers are also included.

Company Name	Overall	Achiev.	Apprec.	Belong.	Comp.	Energy	Flexib.	Inclus.	Learn	Purp.	Suppt.	Trust	Count
Twitch	87.00	87.00	88.00	82.00	74.00	88.00	97.00	85.00	90.00	91.00	86.00	79.00	66
Airbnb	80.00	85.00	81.00	79.00	83.00	83.00	87.00	83.00	83.00	85.00	82.00	80.00	159
Cisco	78.00	82.00	80.00	73.00	77.00	76.00	85.00	78.00	81.00	77.00	78.00	74.00	613
Edwards Lifesciences	78.00	82.00	78.00	74.00	80.00	75.00	81.00	78.00	78.00	82.00	78.00	75.00	65
Adobe	77.00	79.00	80.00	75.00	78.00	76.00	82.00	78.00	79.00	75.00	79.00	77.00	78
Apple	77.00	80.00	82.00	76.00	79.00	76.00	78.00	82.00	84.00	81.00	81.00	77.00	1,983
HP	77.00	82.00	81.00	74.00	75.00	78.00	80.00	79.00	82.00	78.00	78.00	76.00	528
Intuit	77.00	81.00	79.00	75.00	78.00	77.00	82.00	80.00	82.00	80.00	79.00	76.00	316
Salesforce	77.00	79.00	82.00	76.00	85.00	76.00	86.00	80.00	81.00	78.00	80.00	77.00	163
SAP	76.00	79.00	80.00	76.00	79.00	77.00	85.00	80.00	81.00	78.00	78.00	76.00	176
VMware	76.00	82.00	78.00	73.00	83.00	76.00	81.00	79.00	85.00	77.00	77.00	73.00	100
KBR Inc	75.00	80.00	77.00	71.00	78.00	76.00	75.00	74.00	78.00	81.00	75.00	71.00	483
Stanford University	75.00	78.00	75.00	71.00	70.00	75.00	74.00	72.00	80.00	80.00	75.00	70.00	157
American Express	74.00	78.00	76.00	71.00	77.00	73.00	78.00	76.00	78.00	77.00	75.00	72.00	586
Hewlett Packard Enterprise	74.00	79.00	79.00	69.00	70.00	74.00	80.00	75.00	79.00	78.00	76.00	70.00	268
Netflix	74.00	78.00	75.00	70.00	83.00	76.00	72.00	73.00	76.00	74.00	74.00	69.00	88
Genentech	73.00	77.00	75.00	68.00	79.00	73.00	76.00	71.00	78.00	81.00	74.00	69.00	153
Parsons	73.00	78.00	76.00	70.00	75.00	72.00	75.00	75.00	75.00	76.00	75.00	72.00	151
Warner Bros. Entertainment	73.00	77.00	75.00	69.00	72.00	73.00	75.00	69.00	77.00	75.00	76.00	69.00	84
Booz Allen Hamilton	72.00	74.00	74.00	68.00	76.00	68.00	78.00	74.00	75.00	75.00	75.00	70.00	318
IBM	72.00	78.00	77.00	67.00	72.00	72.00	79.00	75.00	78.00	74.00	75.00	70.00	1,484
L&T Technology Services Ltd.	72.00	74.00	76.00	73.00	68.00	74.00	73.00	79.00	76.00	75.00	74.00	72.00	80
PayPal	72.00	76.00	76.00	68.00	75.00	70.00	77.00	73.00	73.00	74.00	74.00	67.00	166
Capital One	71.00	75.00	75.00	68.00	75.00	71.00	76.00	73.00	77.00	75.00	74.00	68.00	1,188
Levi Strauss & Co.	71.00	76.00	72.00	67.00	68.00	72.00	73.00	72.00	73.00	75.00	73.00	69.00	312
TCS	71.00	77.00	70.00	69.00	63.00	68.00	68.00	72.00	73.00	74.00	71.00	66.00	82
eBay Inc.	70.00	79.00	77.00	73.00	80.00	75.00	81.00	77.00	79.00	77.00	72.00	73.00	263
Medtronic	70.00	75.00	72.00	66.00	70.00	70.00	71.00	70.00	74.00	77.00	71.00	67.00	706
National University	70.00	77.00	78.00	63.00	59.00	74.00	75.00	71.00	75.00	74.00	76.00	67.00	53
Pearson	70.00	74.00	73.00	65.00	67.00	69.00	79.00	73.00	73.00	76.00	73.00	67.00	449
Uber	70.00	70.00	65.00	61.00	62.00	72.00	85.00	70.00	71.00	74.00	61.00	62.00	2,957
Avnet	69.00	74.00	70.00	66.00	73.00	71.00	77.00	69.00	65.00	73.00	69.00	67.00	78
Total	64.34	71.02	67.28	60.42	67.74	65.42	69.71	65.91	69.15	69.86	66.71	61.24	72,694





Occupational Profile Report

REPORTED AS OF: 2/28/2021

-1.68%

10-YR Growth

56,846

Median Annual Wage

4.30%

Self-Employment %

National Projections by Detailed Occupation (SOC)

The Bureau of Labor Statistics reports the following [national statistics](#) for the selected occupations at the detailed occupational level (SOC hierarchy). The 10-year projected growth rate of these occupations is **5.21%** and the median annual wage is **54,742** across all occupations.

Detailed Occupation	Current Employment ("000")	Projected Employment ("000")	10 YR Projected Change	Labor Force Exits	Occupational Transfer Exits	Self-Employment	Median Annual Wage
Bookkeeping, Accounting, and Auditing Clerks	1,707.70	1,641.90	-3.85%	52.23%	47.77%	4.70%	40,240
Middle School Teachers, Except Special and Career/Technical Education	615.70	637.10	3.48%	42.21%	57.79%		58,600
Engineers, All Other	157.80	163.50	3.61%	29.73%	70.27%	5.20%	96,980
Photographic Process Workers and Processing Machine Operators	17.10	13.40	-21.64%	30.43%	73.91%	3.00%	29,180
Career/Technical Education Teachers, Middle School	11.80	12.10	2.54%	44.44%	55.56%		59,230
Total	2,510.10	2,468.00	-1.68%	49.22%	50.82%	4.30%	56,846

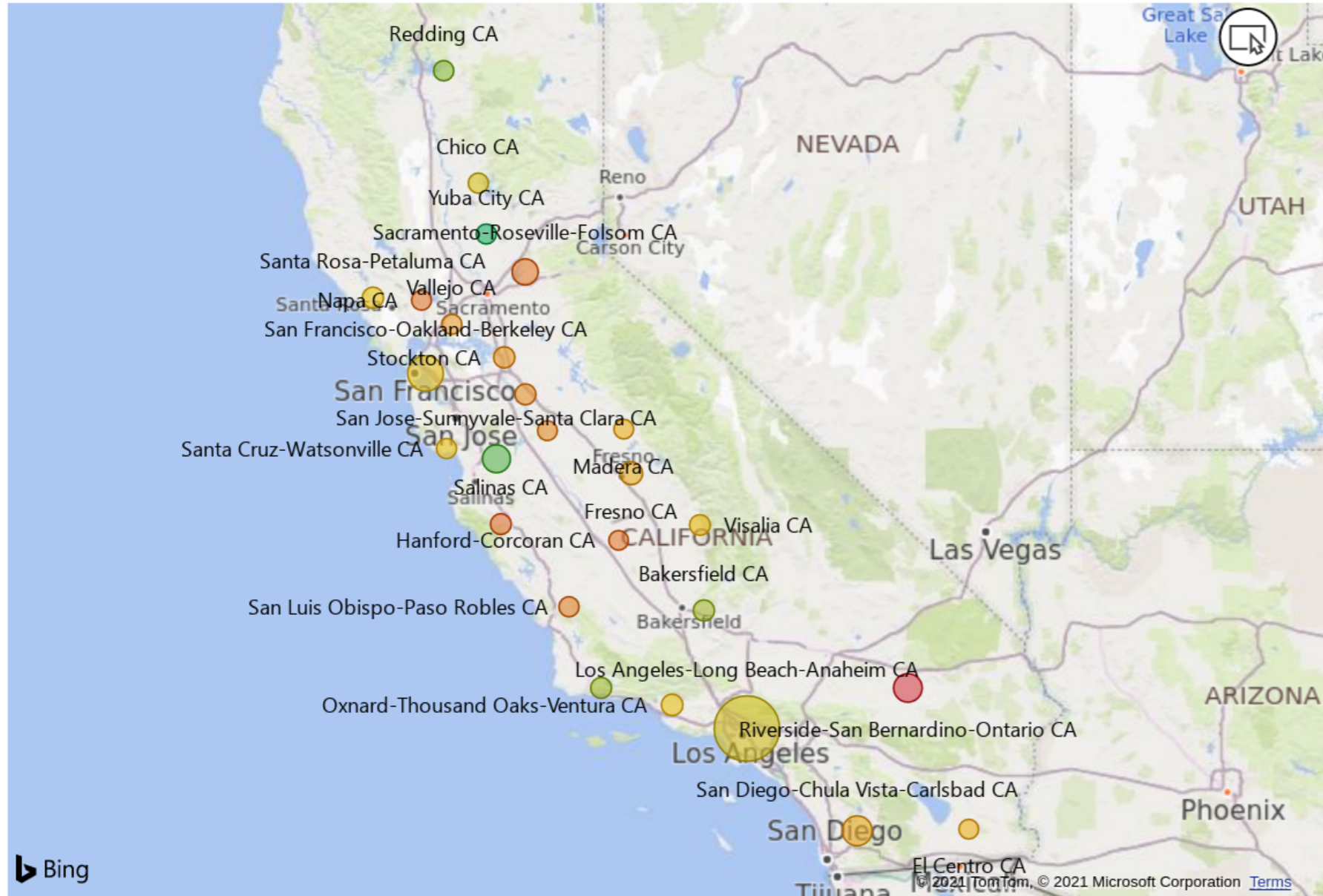
National Projections by Career Pathway (O*NET)

The Bureau of Labor Statistics reports the following [national statistics](#) for the selected occupations as classified using the O*NET Career Pathway.

Career Pathway	Current Employment ("000")	Projected Employment ("000")	10 YR Projected Change	Labor Force Exits	Occupational Transfer Exits	Self-Employment	Median Annual Wage
Administrative Support	1,707.70	1,641.90	-3.85%	52.23%	47.77%	4.70%	40,240
Teaching/Training	627.50	649.20	3.46%	42.25%	57.75%		58,915
Engineering and Technology	157.80	163.50	3.61%	29.73%	70.27%	5.20%	96,980
Production	17.10	13.40	-21.64%	30.43%	73.91%	3.00%	29,180
Total	2,510.10	2,468.00	-1.68%	49.22%	50.82%	4.30%	56,846

Regional Employment Statistics Location Quotient

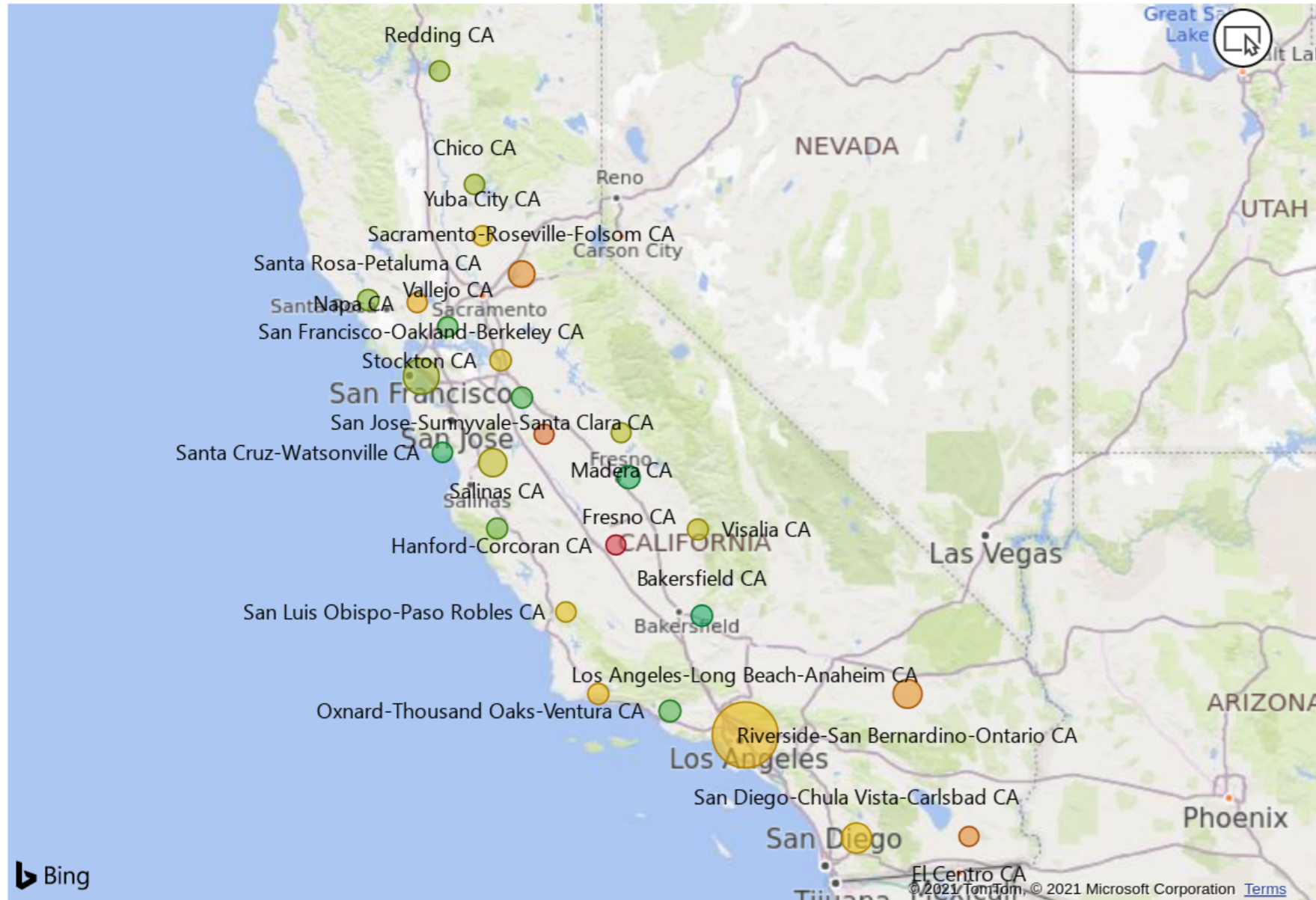
The Bureau of Labor Statistics reports an average location quotient of **1.33** for occupations and regions selected from the [Occupational Statistics Survey](#) (OES). The bubble size indicates the employment and the color the location quotient with blue highest and red lowest. Location quotient is a measure of regional concentration with 1 being the national location quotient. A measure of above 1 indicates higher concentration than the national average and below 1 indicates less concentration.



Metro Area (CBSA)	Employment	LQ	Median Wage
Yuba City CA	1,150	2.18	70,105
San Jose-Sunnyvale-Santa Clara CA	16,820	1.82	72,463
Redding CA	1,600	1.56	75,213
Santa Maria-Santa Barbara CA	2,950	1.44	68,510
Bakersfield CA	3,500	1.42	83,647
Los Angeles-Long Beach-Anaheim CA	91,610	1.17	68,905
Chico CA	1,460	1.12	74,387
San Francisco-Oakland-Berkeley CA	32,050	1.07	74,413
Oxnard-Thousand Oaks-Ventura CA	4,390	1.04	79,743
Santa Rosa-Petaluma CA	3,690	1.02	76,190
Santa Cruz-Watsonville CA	1,380	1.01	81,780
Visalia CA	2,540	0.98	71,977
El Centro CA	570	0.95	62,735
Madera CA	450	0.94	72,870
Fresno CA	6,680	0.93	82,483
San Diego-Chula Vista-Carlsbad CA	20,700	0.92	69,448
Stockton CA	3,720	0.89	70,860
Vallejo CA	1,330	0.87	79,845
Modesto CA	3,100	0.85	79,820
Merced CA	660	0.84	60,685
San Luis Obispo-Paso Robles CA	1,350	0.80	70,333
Sacramento-Roseville-Folsom CA	13,240	0.79	64,005
Hanford-Corcoran CA	350	0.78	55,230
Napa CA	850	0.78	67,255
Salinas CA	2,700	0.75	77,727
Riverside-San Bernardino-Ontario CA	18,020	0.60	64,218
Total	236,860	1.07	72,408

Regional Employment Statistics Median Wage

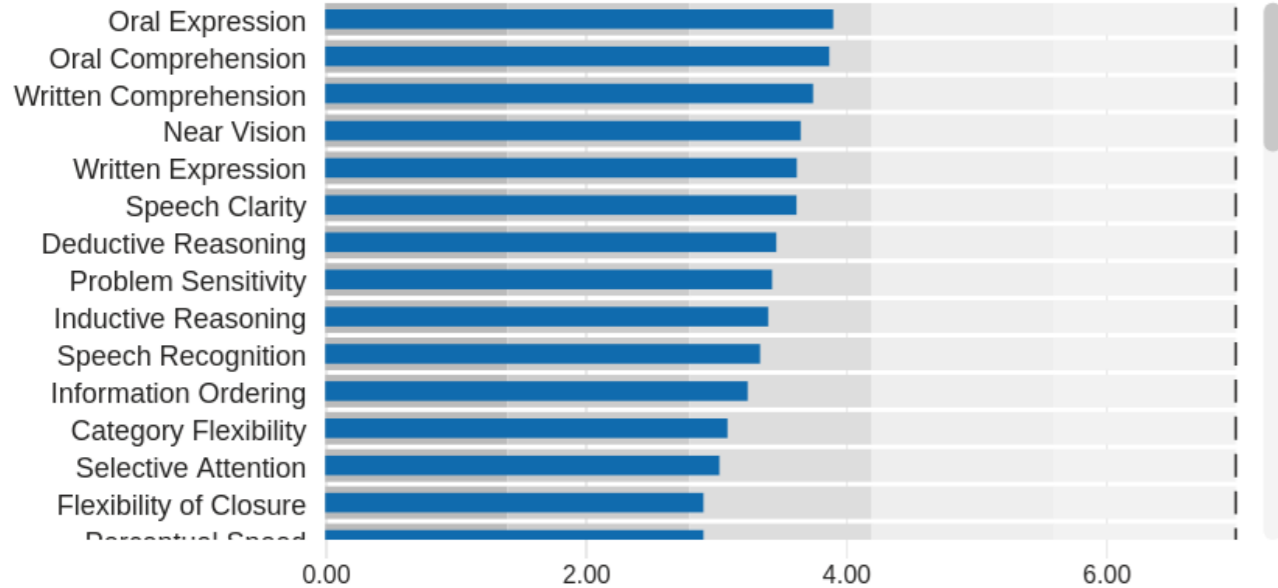
The Bureau of Labor Statistics reports an average median wage of **51,537** for occupations and regions selected from the [Occupational Statistics Survey](#) (OES). The bubble size indicates the employment and the color the median annual wage with blue highest and red lowest.



Metro Area (CBSA)	Employment	LQ	Median Wage
Bakersfield CA	3,500	1.42	83,647
Fresno CA	6,680	0.93	82,483
Santa Cruz-Watsonville CA	1,380	1.01	81,780
Vallejo CA	1,330	0.87	79,845
Modesto CA	3,100	0.85	79,820
Oxnard-Thousand Oaks-Ventura CA	4,390	1.04	79,743
Salinas CA	2,700	0.75	77,727
Santa Rosa-Petaluma CA	3,690	1.02	76,190
Redding CA	1,600	1.56	75,213
San Francisco-Oakland-Berkeley CA	32,050	1.07	74,413
Chico CA	1,460	1.12	74,387
Madera CA	450	0.94	72,870
San Jose-Sunnyvale-Santa Clara CA	16,820	1.82	72,463
Visalia CA	2,540	0.98	71,977
Stockton CA	3,720	0.89	70,860
San Luis Obispo-Paso Robles CA	1,350	0.80	70,333
Yuba City CA	1,150	2.18	70,105
San Diego-Chula Vista-Carlsbad CA	20,700	0.92	69,448
Los Angeles-Long Beach-Anaheim CA	91,610	1.17	68,905
Santa Maria-Santa Barbara CA	2,950	1.44	68,510
Napa CA	850	0.78	67,255
Riverside-San Bernardino-Ontario CA	18,020	0.60	64,218
Sacramento-Roseville-Folsom CA	13,240	0.79	64,005
El Centro CA	570	0.95	62,735
Merced CA	660	0.84	60,685
Total	236,510	1.08	72,854

The [Occupational Information Network](#) (O*NET) provides a number of attributes to describe occupations. The following bar charts show the top descriptors by category for the selected **occupations**.

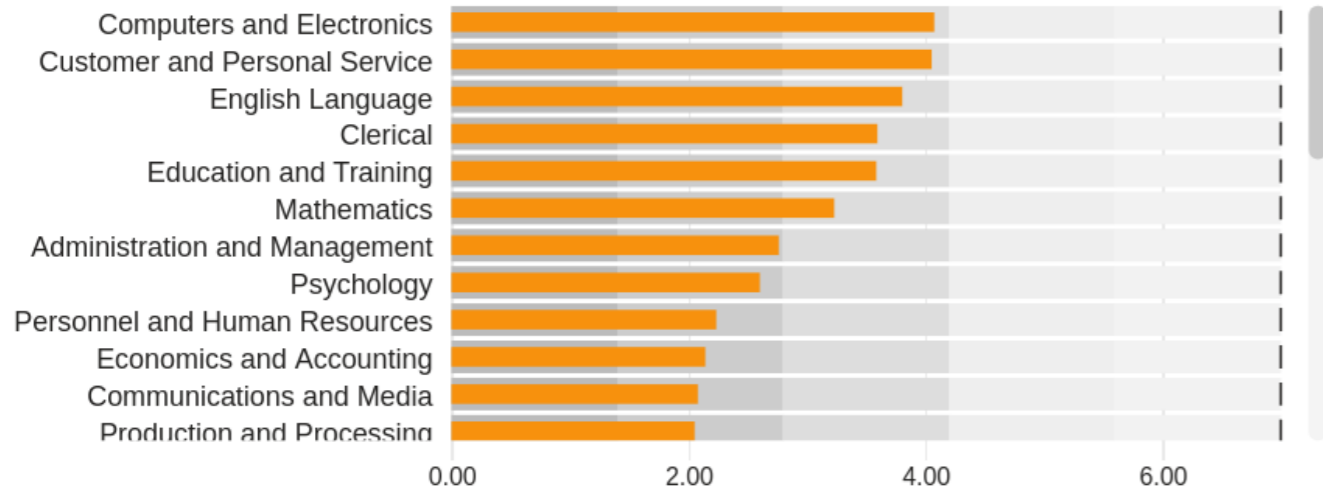
Abilities



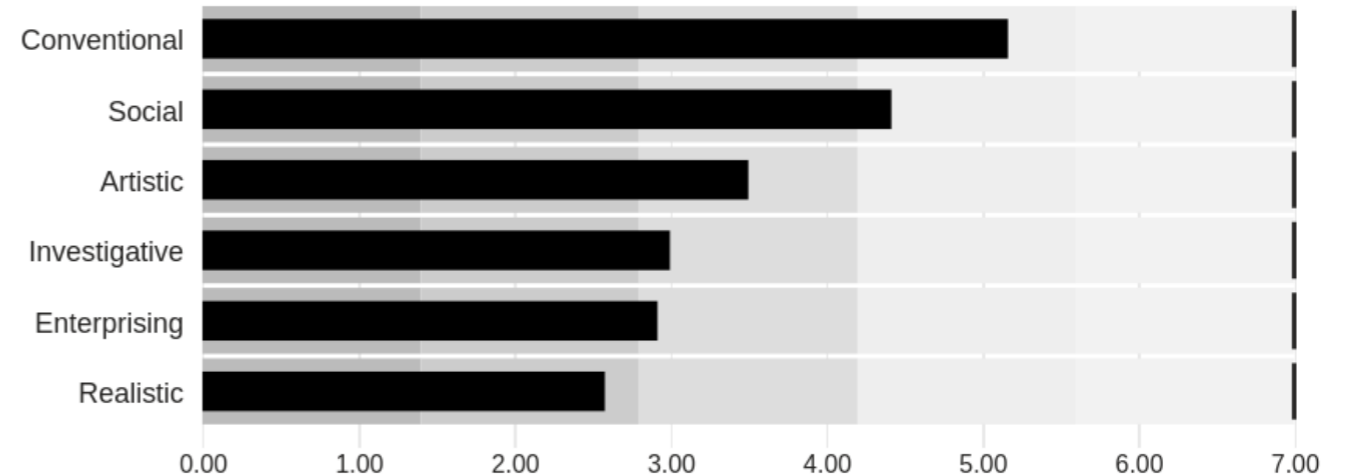
Skills



Knowledge

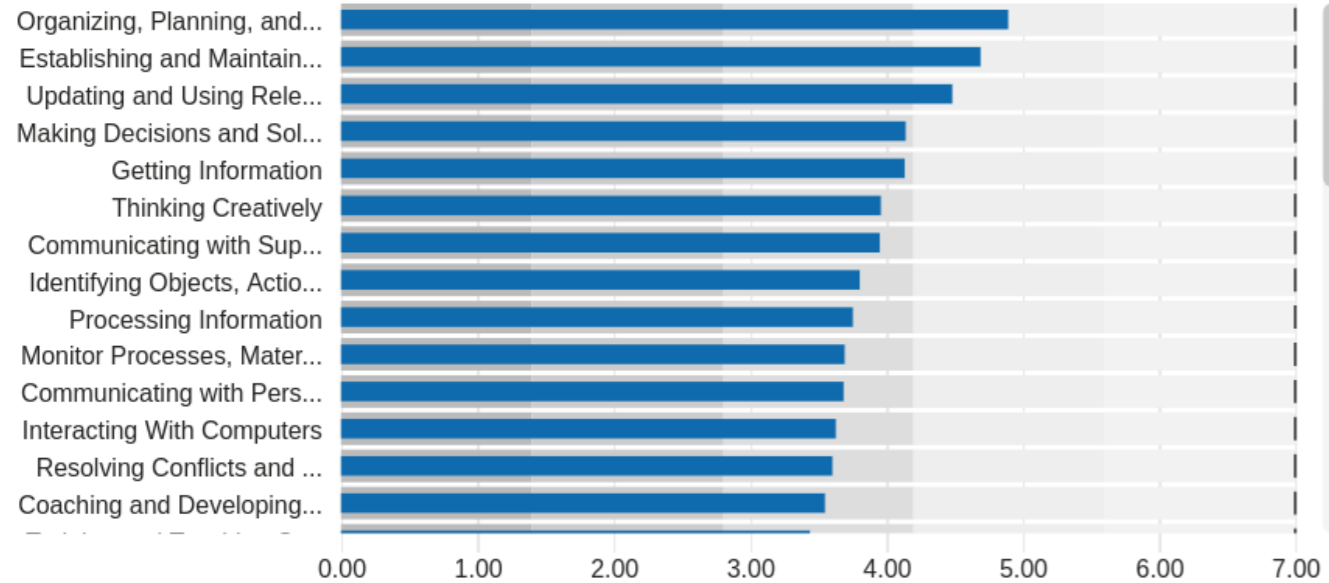


Interests

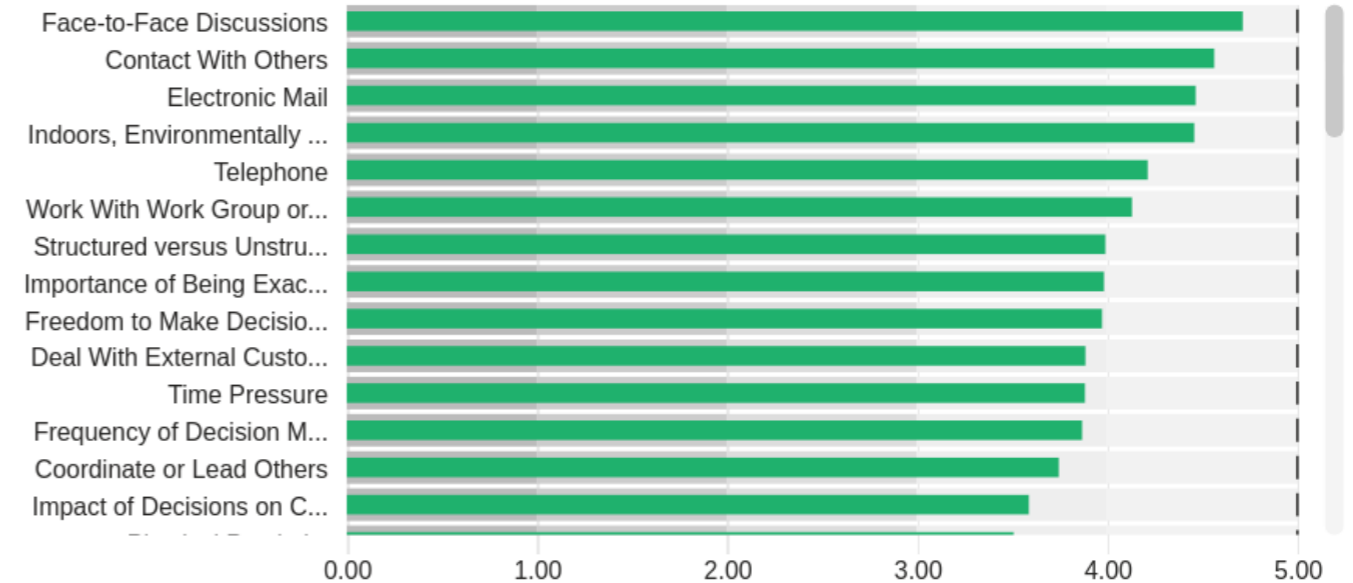


The [Occupational Information Network](#) (O*NET) provides a number of attributes to describe occupations. The following bar charts show the top work descriptors by category for the selected **occupations**.

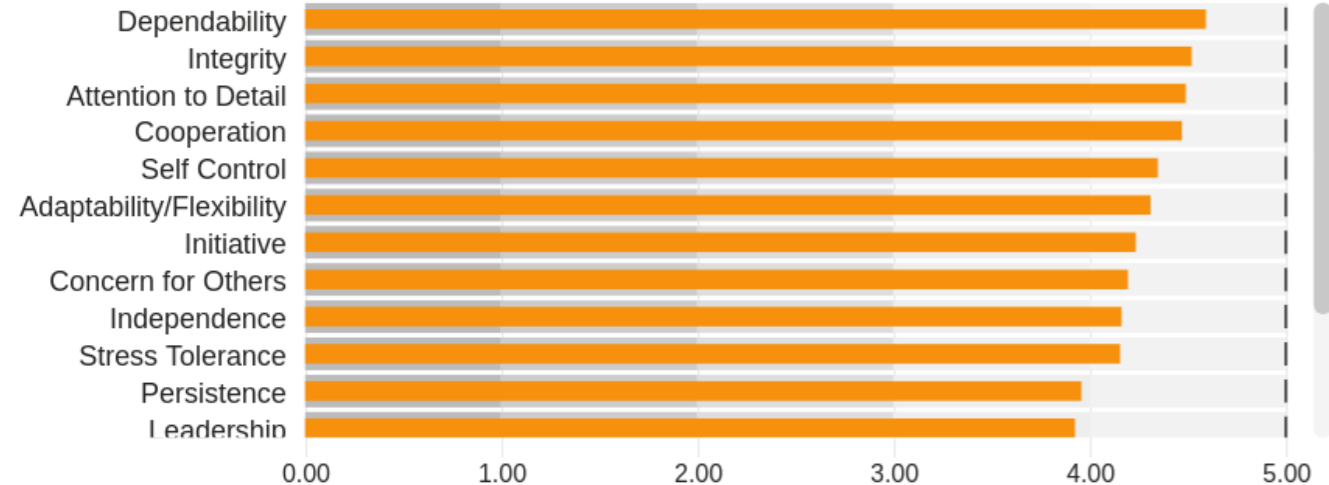
Work Activities



Work Context



Work Styles



Work Values

