

Art History
Labor Market Analysis 2025-26

Introduction

This report includes three segments:

1. An occupational analysis from Lightcast for the 2025-26 period for students with an **Associate's Degree** in Accounting;
2. An occupational analysis from Lightcast for the 2025-26 period for students with an **Bachelor's Degree** in Accounting;
3. A comparative analysis of the labor market outcomes of both degrees.

Job Posting Analytics

Lightcast Q3 2026 Data Set

July 2026

San Mateo County Community College District



3401 CSM Drive
San Mateo, California 94402
650.358.6880

Parameters

Select Timeframe: May 2025 - May 2026

Occupations:

Results should include

Code	Description
25-4012	Curators
25-4013	Museum Technicians and Conservators

Code	Description
27-1011	Art Directors
27-1019	Artists and Related Workers, All Other

Regions:

Code	Description
6001	Alameda County, CA
6013	Contra Costa County, CA
6041	Marin County, CA
6075	San Francisco County, CA

Code	Description
6081	San Mateo County, CA
6085	Santa Clara County, CA
6087	Santa Cruz County, CA

Advertised Salary: Include all postings regardless

Minimum Experience Required: Any

STARs Relevant: Include all postings regardless

Education Level:

Description
High school or GED

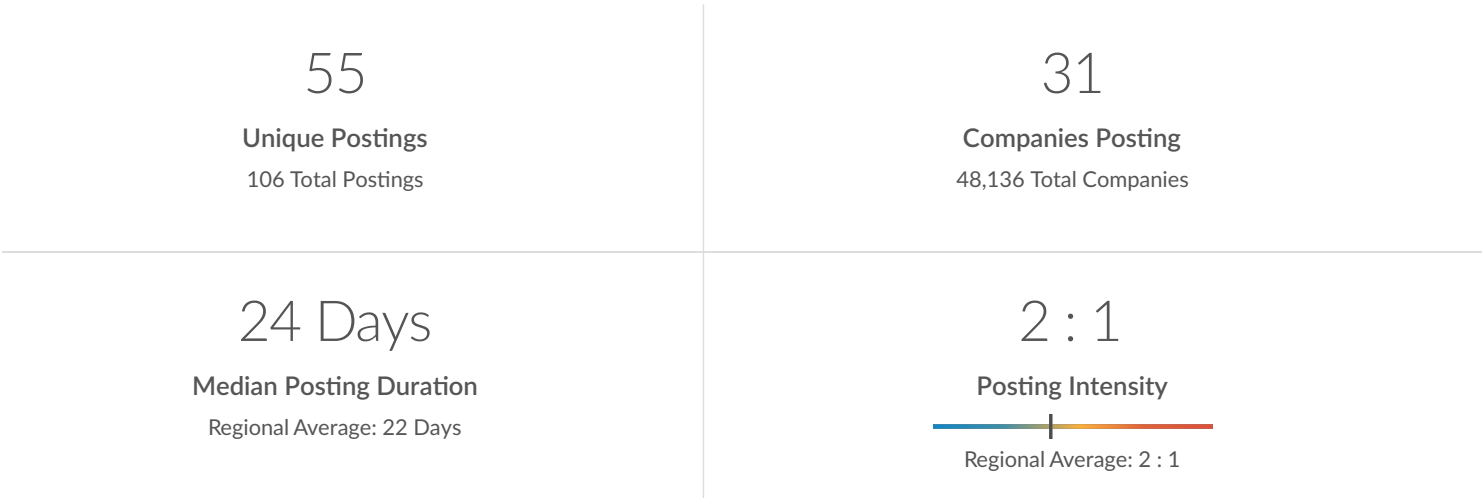
Description
Associate's degree

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Job Postings Overview

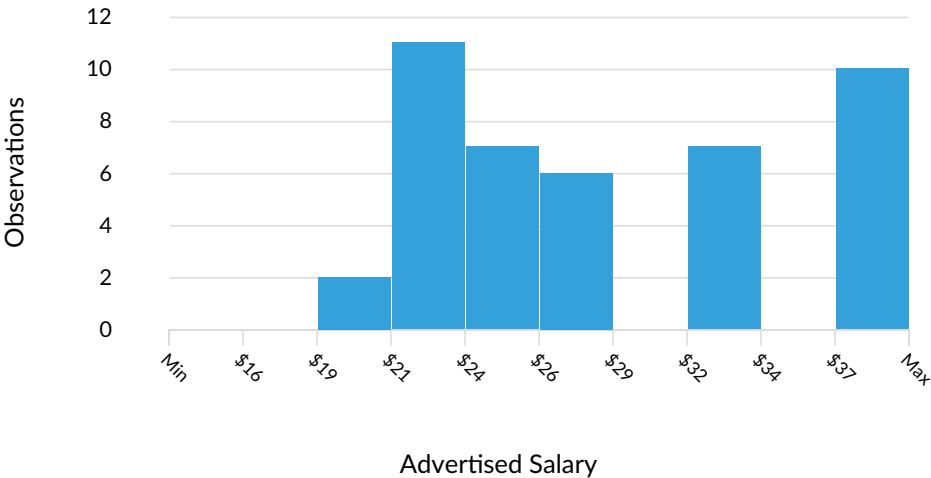


Advertised Salary

There are 43 advertised salary observations (78% of the 55 matching postings).

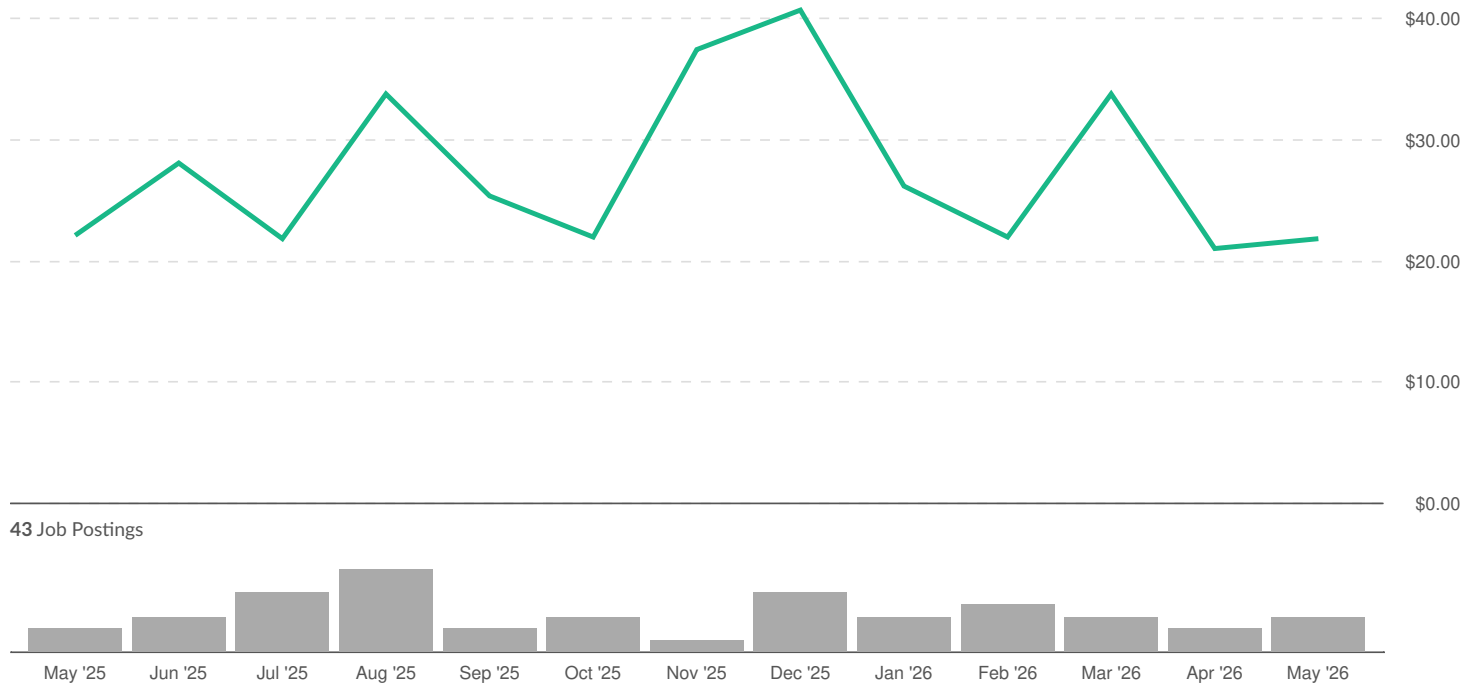
\$26.58/hr

Median Advertised Salary

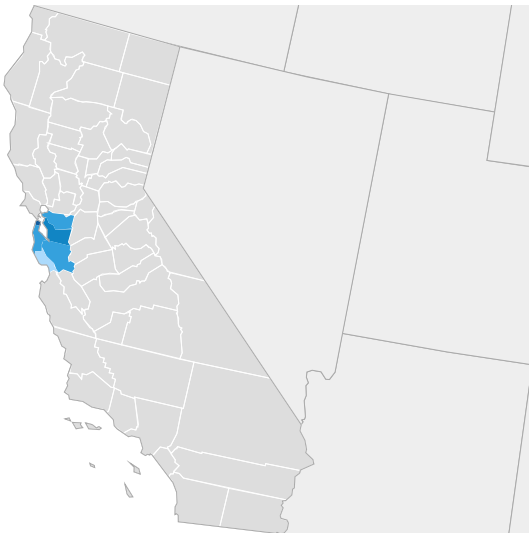


Advertised Salary Trend

▼1.0% May 2025 – May 2026
\$26.58 Median

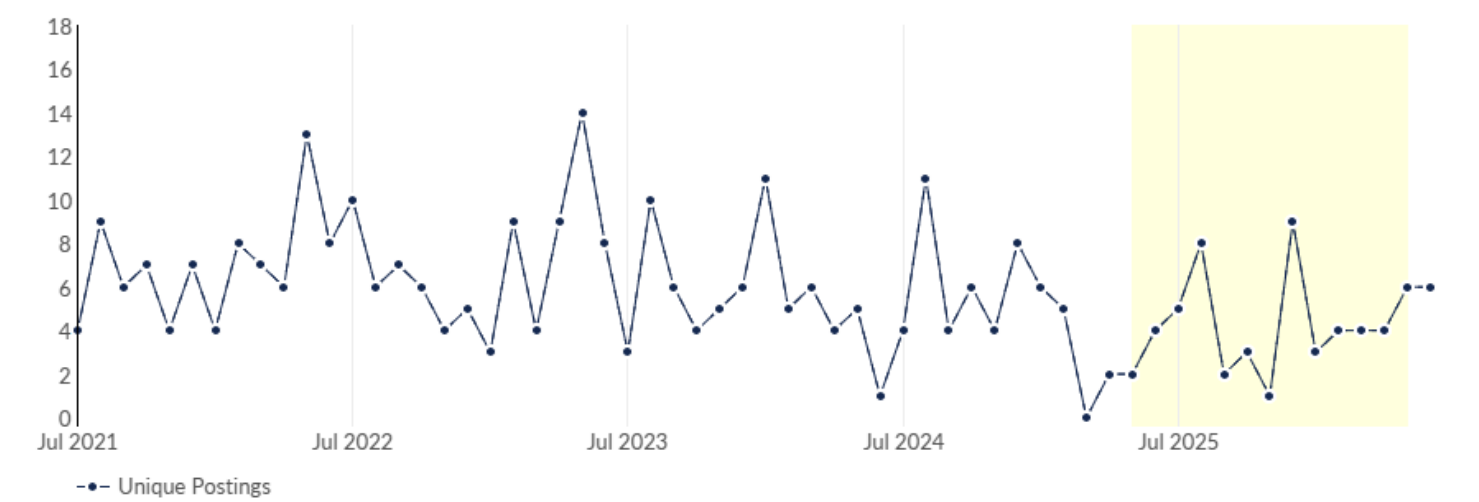


Job Postings Regional Breakdown



County	Unique Postings (May 2025 - May 2026)
San Francisco County, CA	23
Alameda County, CA	11
Contra Costa County, CA	8
San Mateo County, CA	7
Santa Clara County, CA	5

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2026	6	2 : 1
May 2026	6	2 : 1
Apr 2026	4	3 : 1
Mar 2026	4	3 : 1
Feb 2026	4	2 : 1
Jan 2026	3	2 : 1
Dec 2025	9	1 : 1
Nov 2025	1	1 : 1
Oct 2025	3	2 : 1
Sep 2025	2	2 : 1
Aug 2025	8	2 : 1
Jul 2025	5	1 : 1
Jun 2025	4	2 : 1
May 2025	2	2 : 1
Apr 2025	2	3 : 1
Mar 2025	0	Insf. Data
Feb 2025	5	3 : 1
Jan 2025	6	3 : 1
Dec 2024	8	1 : 1
Nov 2024	4	4 : 1

Oct 2024	6	2 : 1
Sep 2024	4	2 : 1
Aug 2024	11	2 : 1
Jul 2024	4	3 : 1
Jun 2024	1	1 : 1
May 2024	5	3 : 1
Apr 2024	4	3 : 1
Mar 2024	6	2 : 1
Feb 2024	5	2 : 1
Jan 2024	11	2 : 1
Dec 2023	6	6 : 1
Nov 2023	5	7 : 1
Oct 2023	4	3 : 1
Sep 2023	6	2 : 1
Aug 2023	10	1 : 1
Jul 2023	3	2 : 1
Jun 2023	8	2 : 1
May 2023	14	3 : 1
Apr 2023	9	2 : 1
Mar 2023	4	2 : 1
Feb 2023	9	2 : 1
Jan 2023	3	21 : 1
Dec 2022	5	5 : 1
Nov 2022	4	3 : 1
Oct 2022	6	3 : 1
Sep 2022	7	2 : 1
Aug 2022	6	2 : 1
Jul 2022	10	2 : 1
Jun 2022	8	2 : 1
May 2022	13	2 : 1
Apr 2022	6	3 : 1

Mar 2022	7	2 : 1
Feb 2022	8	3 : 1
Jan 2022	4	2 : 1
Dec 2021	7	5 : 1
Nov 2021	4	2 : 1
Oct 2021	7	4 : 1
Sep 2021	6	4 : 1
Aug 2021	9	2 : 1
Jul 2021	4	4 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	0	0%
High school or GED	41	75%
Associate's degree	14	25%
Bachelor's degree	22	40%
Master's degree	3	5%
Ph.D. or professional degree	0	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	41	0	75%
Associate's degree	14	0	25%
Bachelor's degree	0	20	0%
Master's degree	0	3	0%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	11	20%
0 - 1 Years	17	31%
2 - 3 Years	21	38%
4 - 6 Years	5	9%
7 - 9 Years	0	0%
10+ Years	1	2%

Top Companies Posting

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Camp Sfmoma	22 / 8	3 : 1 	24 days
Fine Arts Museums Of San Francisco	3 / 3	1 : 1 	n/a
City & County of San Francisco	5 / 3	2 : 1 	13 days
Chabot-Las Positas Community College District	6 / 2	3 : 1 	n/a
National Park Service	3 / 2	2 : 1 	19 days
U.S National Park Service	4 / 2	2 : 1 	18 days
San Francisco Municipal Transportation Agency (Sfmta)	2 / 2	1 : 1 	n/a
Boys And Girls Club Of Oakland	3 / 2	2 : 1 	n/a
Synchrony	2 / 1	2 : 1 	50 days
University of California-Berkeley	6 / 1	6 : 1 	n/a

Top Cities Posting

City	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
San Francisco, CA	39 / 23	2 : 1 	25 days
Oakland, CA	11 / 7	2 : 1 	46 days
South San Francisco, CA	15 / 6	3 : 1 	24 days
Danville, CA	6 / 4	2 : 1 	18 days
Martinez, CA	3 / 2	2 : 1 	19 days
Milpitas, CA	2 / 2	1 : 1 	11 days
Palo Alto, CA	4 / 2	2 : 1 	15 days
Berkeley, CA	6 / 1	6 : 1 	n/a
Concord, CA	1 / 1	1 : 1 	n/a
Dublin, CA	3 / 1	3 : 1 	n/a

Top Posted Occupations

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Curators	50 / 23	2 : 1 	24 days
Artists and Related Workers, All Other	24 / 12	2 : 1 	21 days
Museum Technicians and Conservators	21 / 11	2 : 1 	22 days
Art Directors	11 / 9	1 : 1 	31 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Curators	50 / 23	2 : 1 	24 days
Artists and Related Workers, All Other	24 / 12	2 : 1 	21 days
Museum Technicians and Conservators	21 / 11	2 : 1 	22 days
Art Directors	11 / 9	1 : 1 	31 days

Top Posted Occupations

Occupation	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Museum Curator	71 / 34	2 : 1 	24 days
Artist / Illustrator	24 / 12	2 : 1 	21 days
Creative Director	11 / 9	1 : 1 	31 days

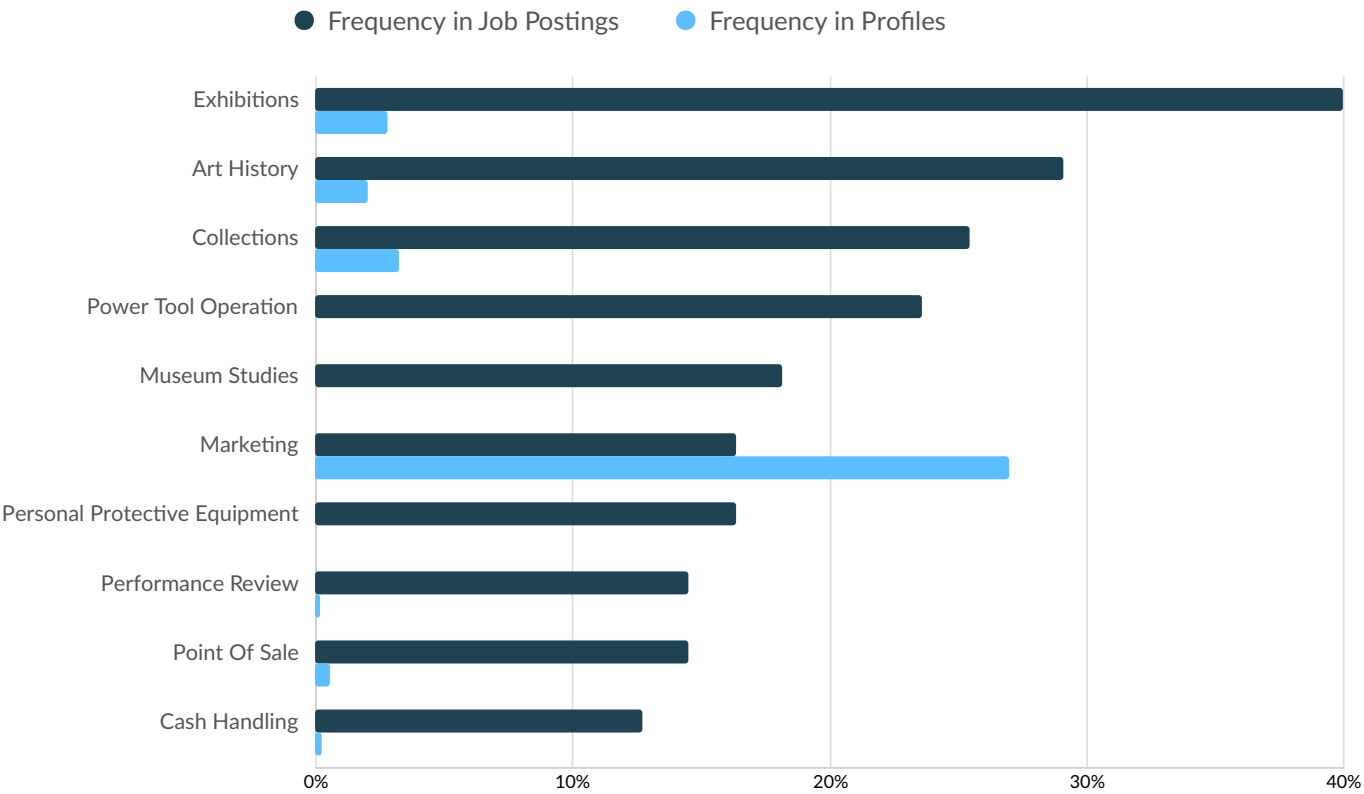
Top Posted Job Titles

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Visitor Experience Associates	15 / 8	2 : 1 	16 days
Museum Preparators	13 / 6	2 : 1 	36 days
Museum Technicians	8 / 5	2 : 1 	19 days
Animation Instructors	7 / 3	2 : 1 	32 days
Art Directors	5 / 3	2 : 1 	50 days
Art Handlers	5 / 2	3 : 1 	21 days
Graphics Supervisors	2 / 2	1 : 1 	13 days
Model Builders	2 / 2	1 : 1 	11 days
Stagehands	3 / 2	2 : 1 	46 days
Face Painters	2 / 1	2 : 1 	n/a

Top Industries

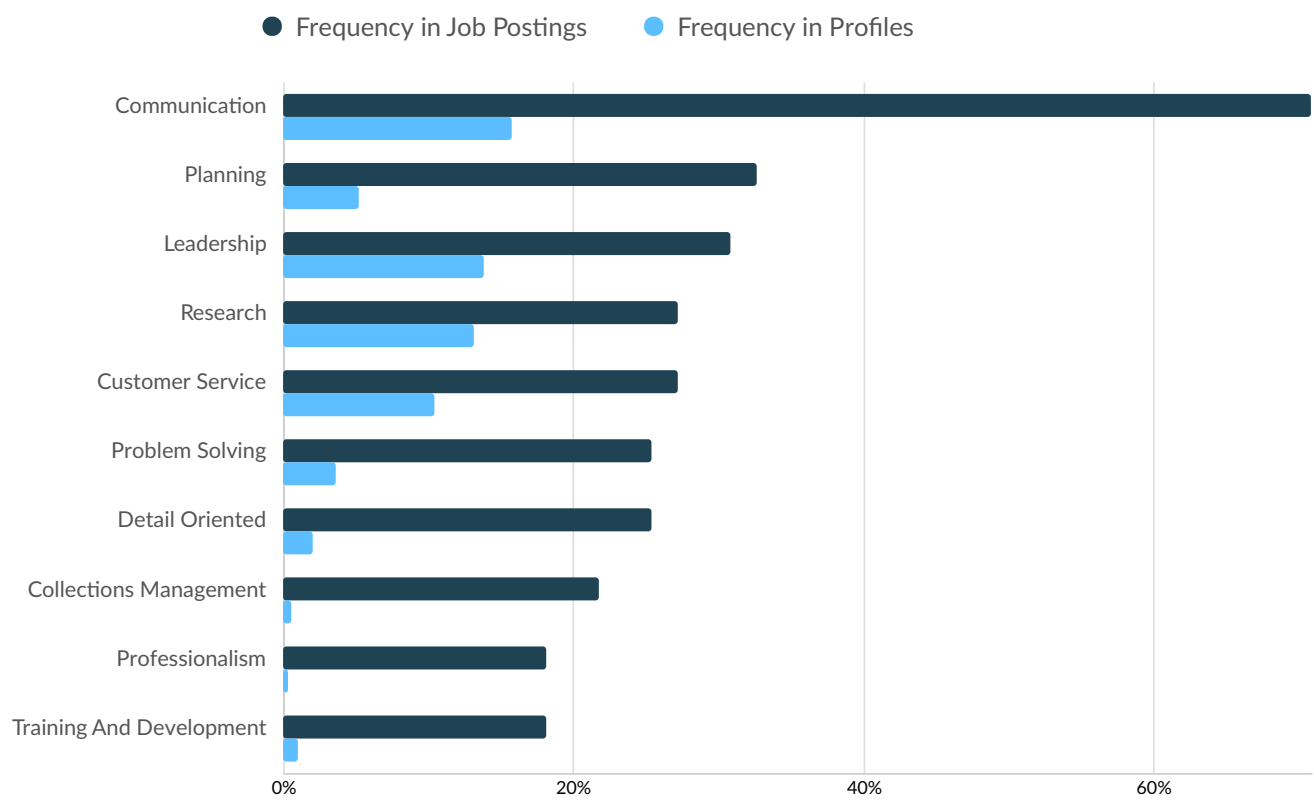
	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Museums	5 / 4	1 : 1 	21 days
Executive Offices	5 / 3	2 : 1 	13 days
Bus and Other Motor Vehicle Transit Systems	2 / 2	1 : 1 	n/a
Remediation Services	4 / 2	2 : 1 	18 days
Junior Colleges	6 / 2	3 : 1 	n/a
Colleges, Universities, and Professional Schools	7 / 2	4 : 1 	n/a
Child Care Services	3 / 2	2 : 1 	n/a
Administration of Conservation Programs	3 / 2	2 : 1 	19 days
Highway, Street, and Bridge Construction	3 / 1	3 : 1 	n/a
Printed Circuit Assembly (Electronic Assembly) Manufacturing	4 / 1	4 : 1 	14 days

Top Specialized Skills



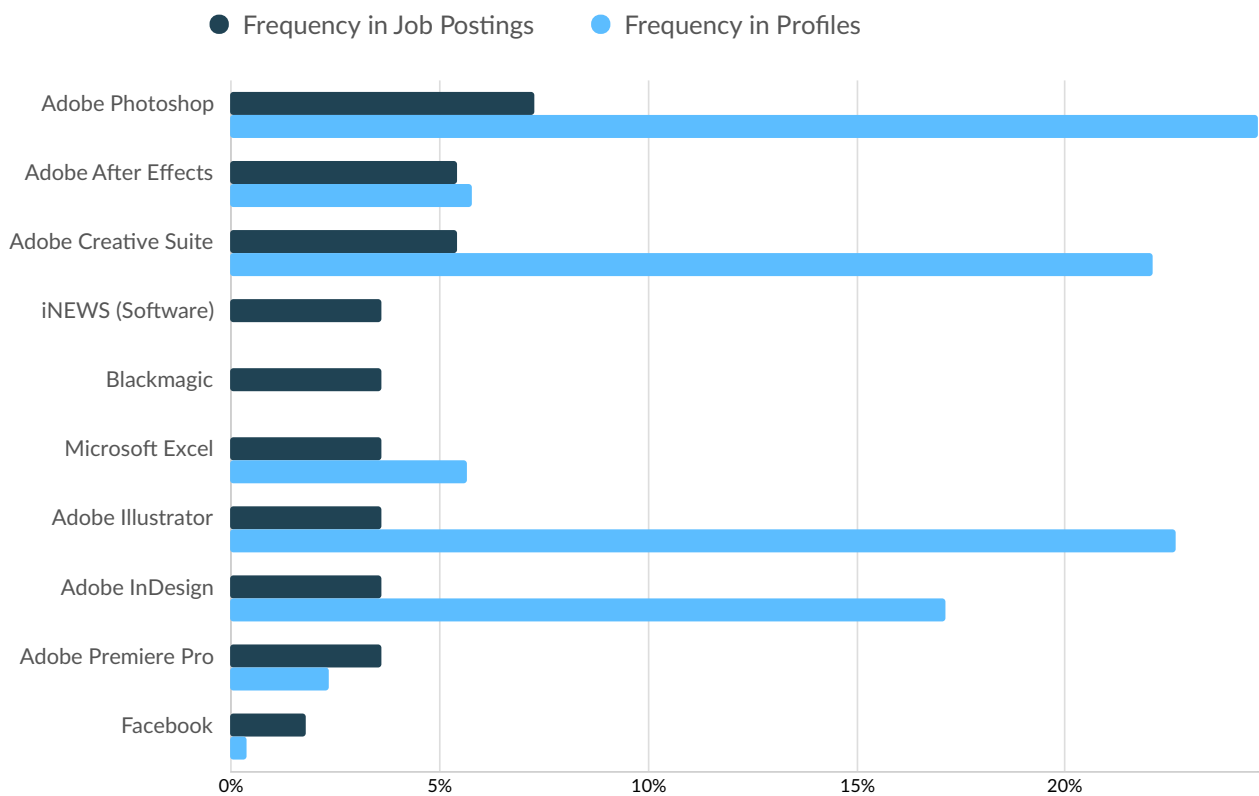
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Exhibitions	22	40%	290	3%	+14.1%	Growing
Art History	16	29%	211	2%	+10.9%	Growing
Collections	14	25%	341	3%	+17.0%	Rapidly Growing
Power Tool Operation	13	24%	0	0%	+9.0%	Growing
Museum Studies	10	18%	0	0%	+8.4%	Stable
Marketing	9	16%	2,806	27%	+21.1%	Rapidly Growing
Personal Protective Equipment	9	16%	0	0%	+8.5%	Stable
Performance Review	8	15%	20	0%	+14.4%	Growing
Point Of Sale	8	15%	57	1%	+12.9%	Growing
Cash Handling	7	13%	29	0%	+9.8%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	39	71%	1,637	16%	+8.5%	Stable
Planning	18	33%	545	5%	+10.3%	Growing
Leadership	17	31%	1,437	14%	+9.5%	Growing
Research	15	27%	1,370	13%	+14.3%	Growing
Customer Service	15	27%	1,083	10%	+5.0%	Stable
Problem Solving	14	25%	382	4%	+11.1%	Growing
Detail Oriented	14	25%	214	2%	+8.2%	Stable
Collections Management	12	22%	62	1%	+6.5%	Stable
Professionalism	10	18%	38	0%	+13.1%	Growing
Training And Development	10	18%	110	1%	+14.0%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Adobe Photoshop	4	7%	2,559	25%	+5.9%	Stable
Adobe After Effects	3	5%	600	6%	+4.3%	Stable
Adobe Creative Suite	3	5%	2,296	22%	+11.1%	Growing
iNEWS (Software)	2	4%	1	0%	+4.8%	Stable
Blackmagic	2	4%	1	0%	+15.1%	Growing
Microsoft Excel	2	4%	589	6%	+14.8%	Growing
Adobe Illustrator	2	4%	2,353	23%	+7.5%	Stable
Adobe InDesign	2	4%	1,782	17%	+6.6%	Stable
Adobe Premiere Pro	2	4%	246	2%	+9.4%	Growing
Facebook	1	2%	42	0%	+4.5%	Stable

Top Qualifications

Postings with Qualification	
Valid Driver's License	16
Cardiopulmonary Resuscitation (CPR) Certification	3
First Aid Certification	3
Automated External Defibrillator (AED) Certification	1
ServSafe Certification	1

Top Advertised Benefits

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Education and Career Development	31 / 17	2 : 1 	15 days
Paid Leave	34 / 17	2 : 1 	20 days
Retirement and Savings	25 / 12	2 : 1 	28 days
Insurance	24 / 10	2 : 1 	15 days
Work-Life Balance	19 / 7	3 : 1 	21 days
Health and Wellness Benefits	4 / 3	1 : 1 	53 days
Other Benefits	8 / 3	3 : 1 	28 days
Supplemental Pay	4 / 1	4 : 1 	14 days

Appendix A

Top Posting Sources

Website	Postings on Website (May 2025 - May 2026)
simplyhired.com	34
indeed.com	25
lever.co	5
adp.com	4
glassdoor.com	4
sf.gov	3
dejobs.org	2
higheredjobs.com	2
jobmonkeyjobs.com	2
myworkdayjobs.com	2
academiccareers.com	1
careersingovernment.com	1
chronicle.com	1
conservationjobboard.com	1
diversityjobs.com	1
federalgovernmentjobs.us	1
governmentjobs.com	1
hercjobs.org	1
madison.com	1
sanmina.com	1
scholarshipdb.net	1
ultipro.com	1
usajobs.gov	1
witi.com	1

Appendix B

Sample Postings

PT Instructor, Animation	
Link to Live Job Posting: Posting is no longer active	
Location: Dublin, CA	O*NET: 27-1019.00
Company: Chabot-Las Positas Community College District	Job Title: Animation Instructors
PT Instructor, Animation Salary: \$2,075.12/CAH - \$2,322.27/CAH https://www.clpccd.org/hr/files/docs/salary/FacultySalarySchedule07012025.pdf Start Date: Spring, Summer or Fall 2027 Closing Date: Open Until Filled Location: Chabot College, 25555 Hesperian Blvd, Hayward, Ca 94545 Job Summary The Chabot - Las Positas Community College District is seeking a Part-Time Instructor, Animation for Chabot College's Animation program adjunct pool. The successful candidate will have a strong academic background in Animation with an emphasis in 3D Animation. Duties and Responsibilities: 1. Teach day and evening courses offered in concept art, storyboarding, hand drawn animation, 2D digital Animation, and 3D animation, and Motion Graphics; 2. Assignment includes creating a syllabus, teaching the course, evaluating students, and supporting student film submissions to the Chabot College Film & Animation Festival; 3. Participate in supporting students' educational planning and transfer opportunities; 4. Participate in the development and furthering of departmental and college goals through course development and student engagement. Minimum Qualifications: Bachelor's degree(s) or higher and two years of professional experience, and/or other specifications as noted, or specifically named associate degree(s) and six years of professional experience. Evidence of understanding of and responsiveness to the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, racial and ethnic backgrounds of community college students, as these factors relate to the need for equity-minded practices within the classroom. Applicants applying under the "Equivalent" provision must provide details that explain at time of application how their academic preparation is the equivalent of the degree listed above. Desirable Qualifications: 1. Recent industry experience in Animation preferred; 2. Extensive experience using 2D and 3D Animation software, including but not limited to Photoshop, Blender, and After Effects; 3. Experience with foundational skills including analogue storyboarding and drawing skills. Physical Demands and Working Environment: Individuals with disabilities who are unable to carry out the physical activities of the position will receive reasonable accommodations to enable them to perform the essential functions of the positions. Notification to	

enable them to perform the essential functions of the positions. Notification to

Applicants:

The Chabot-Las Positas Community College District reserves the right to close or not fill any advertised position. TO APPLY, please send the following application materials to the contact listed below: 1. Cover Letter 2. Resume 3. Website portfolio, or link to video of work 4. College Transcripts (Unofficial copies accepted for application purposes; however, official copies must be submitted if hired.) Any degrees earned outside of the United States must have a U.S. evaluation (course by course) of the transcripts and must be submitted with the application. (Please use <https://www.naces.org/members> to obtain evaluations.) 5. PT Faculty Application (Application procedures also included below.) <https://clpccd.org/hr/files/docs/hiringpkt/1.PTFacApp>.

pdf [https:](https://www.clpccd.org/hr/files/docs/hiringpkt/PTFacAppProcedures.pdf)

[//www.clpccd.org/hr/files/docs/hiringpkt/PTFacAppProcedures.pdf](https://www.clpccd.org/hr/files/docs/hiringpkt/PTFacAppProcedures.pdf)

Name:

Mumtaj Ismail Email:

mismail@chabotcollege.edu

Department:

Art, Media and Communications Special Instructions to

Applicants:

The Board of Trustees has updated Board Policy 7330 to incorporate information on COVID vaccination requirements, which are currently suspended. Accordingly, employee(s) must comply with the Board Policy found at: <http://districtazure.clpccd.org/policies/files/docs/BP7330.pdf>. It is the policy of this District to provide equal opportunity in all areas of employment practices and to assure that there shall be no discrimination against any person on the basis of sex, ancestry, age, marital status, race, religious creed, mental disability, medical condition (including HIV and AIDS), color, national origin, physical disability, family or sexual preference status and other similar factors in compliance with Title IX, Sections 503 and 504 of the Rehabilitation Act, other federal and state non-discrimination regulations, and its own statements of philosophy of objectives. The District encourages the filing of applications by both sexes, ethnic minorities, and the disabled. The Chabot College Community Equity Statement Chabot College is committed to educational equity in its academic programs and college services so that students may achieve their personal, educational, and career goals. Our equity work today builds upon a strong history: the Puente and Umoja programs were first created at Chabot College, and have since been replicated across the state. These programs have paved the way for a series of additional educational and student support programs intentionally focused on equity that thrive at Chabot College today. Chabot College is located in Hayward, California, the third most diverse city in the United States. We serve a highly diverse student population and are proud to be designated as a Hispanic Serving Institution. Information about the demographics of our campus community can be found [here](#).

Serving our diverse community requires a culturally-responsive approach that recognizes the myriad strengths and assets that our students bring to the campus community. We do so by promoting a classroom and co-curricular learning environment that is inclusive, collaborative, engaging, and challenging, and where respect, dignity, and integrity are core values. We see students as producers of knowledge, not just consumers of knowledge. We work to reframe inequities as a problem of practice, and view the elimination of inequities as an individual and institutional responsibility. Joining Our College Community We seek equity-minded applicants who demonstrate they understand the benefits diversity brings to an educational community.

We look for applicants who:

1. Value and intentionally promote diversity and consciousness of difference 2. Demonstrate cultural humility and an ongoing desire to improve cultural competence 3. Are dedicated to addressing issues of social justice 4. Accept their shared role and responsibility in addressing

opportunity and achievement gaps experienced by students 5. Have experience and success in closing student equity gaps and engaging in equitable practices, or are knowledgeable and enthusiastic about implementing practices that achieve these goals 6. Actively seek to identify, disrupt, and remove institutional and/or systemic barriers that adversely impact historically marginalized communities 7. Empower the underrepresented and underserved 8. Foster students' potential to become global citizens and socially responsible leaders 9. Believe that all people have the right to an education and work environment free from fear, harassment, or discrimination. To apply, visit: <https://clpccd.peopleadmin.com/jeid-d6987a2ba85d7e44a1e99180abc0de74>

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Museum Preparator - Museum - SFO (3520) - 900184	
Link to Live Job Posting: Posting is no longer active	
Location: San Francisco, CA	O*NET: 25-4013.00
Company: City & County of San Francisco	Job Title: Museum Preparators
Museum Preparator - Museum - SFO (3520) 900184 City and County of San Francisco 4.0 San Francisco, CA Job Details Full-time \$70,018 \$85,202 a year 19 hours ago Qualifications Carpentry Fabrication Exhibit development Maintaining an organized workspace Museum Studies Packing Unloading Cleaning Fine Arts Power tools 1 year Senior level Associate's degree Full Job Description Company Description Appointment Type: Temporary-Exempt. This position is exempt from Civil Service Commission rules pursuant to the City and County of San Francisco, Charter Section 10.104, and incumbents serve at the discretion of the Appointing Officer. The position is part-time, on-call, and not to exceed 1,040 hours (fiscal - year). Specific information regarding this recruitment process are listed below: Application Opening: Tuesday, January 20, 2026 Application Deadline: Apply immediately. Please be advised that interested applicants are encouraged to apply as soon as possible as this announcement may close at any time after 5:00 PM on Tuesday, February 10, 2026. Compensation Range: \$70,018 \$85,202 Annually Recruitment ID: 900184 / RTF0007815 San Francisco International Airport (SFO) is a world-class, award-winning airport that served more than 54 million guests in Fiscal Year 2025. SFO offers non-stop flights to 60+ international cities on over 40 international carriers. The Bay Area's largest airport also connects non-stop with 80+ U.S. cities on 10 domestic airlines. As an enterprise department of the City & County of San Francisco, SFO has a workforce of approximately 1,900 City employees. In Fiscal Year 2021, SFO generated more than 28,000 direct jobs and \$6.1B in business activity. SFO is more than an airport— we are a dynamic organization where employees collaborate with a wide range of stakeholders to support global travel, economic development, and public service. We are recognized as a leader in safety, environmental sustainability, and forward-thinking infrastructure, and continue to be at the forefront of transforming the travel experience. Our Vision, Mission, and Core Values shape our culture and operations as we continue to build a supportive, purpose-driven workplace where all employees can thrive. Our mission is to deliver an airport experience where people and our planet come first. Learn more about careers at	

employees can thrive. Our mission is to deliver an airport experience where people and our planet come first. Learn more about careers at SFO at [flysfo.com](https://www.flysfo.com), and follow us on Facebook, Instagram, YouTube, LinkedIn, Bluesky and Threads. Job Description Established in 1980 by the Airport Commission, SFO Museum's mission is to delight, engage, and inspire a global audience with programming on a broad range of subjects; to collect, preserve, interpret, and share the history of commercial aviation; and to enrich the public experience at San Francisco International Airport. The Museum has been accredited by the American Alliance of Museums since 1999 and retains the distinction of being the only accredited museum in an airport. The Museum operates more than twenty-five sites throughout the Airport terminals, including fourteen galleries that exhibit a rotating schedule of art, history, photography, science, and cultural exhibitions. Among the sites is the San Francisco Airport Commission Aviation Library and Louis A. Turpen Aviation Museum, which houses a permanent collection of more than 150,000 objects related to the history of commercial aviation. For additional information about SFO Museum, please visit www.sfomuseum.org. The as-needed Museum Preparator engages the Airport's audiences by creating exceptional exhibitions. Under general supervision and working as part of a team of preparators, this position provides a wide variety of semi-skilled and skilled duties in the preparation, production, installation and care of museum exhibits and works of art and performs related duties as required. The essential functions of this classification include, but are not limited to, the following: Assist in the preparation, hanging, installation and deinstallation of exhibition and collection objects utilizing proper handling and security techniques. Assist in the packing, loading, and unloading of art objects. Assist with lighting, A/V installation, cutting and assembling mats for photographs and prints, and object mount-making. Construct and/or paint exhibition furniture such as walls, platforms, pedestals, risers, mounts, and other fixtures. Perform various skilled and semi-skilled tasks including safely working with power tools, adhesives, and metals. Affix exhibition labels, didactics, graphics, photographs, and other materials to walls within exhibition cases. Participate in general shop operations including cleaning and organizing of shop spaces. Work with all levels of Museum staff and may communicate with colleagues in other Airport departments. The positions report to 3544 Curator III, Exhibition Production & Installation Supervisor, work as a team within the Preparation department, and have no direct reports. Perform other job-related duties consistent with the Museum Preparator (3520) classification.

Qualifications Education:

Possession of an associate degree from an accredited college or university with major course work in Art, Fine Arts, Museum Studies or a related field.

Substitution:

Qualifying full time work experience (2000 hours equal one year) in the preparation, fabrication, installation and the care and handling of valuable art objects; making museum mounts for objects; building exhibition furniture and working closely with museum staff at a museum, gallery, or traveling exhibition program may be substituted for the required education on a year-for-year basis. One year of work experience equals to thirty (30) semester units or forty-five (45) quarter units. Desirable Qualifications Any of the stated desirable qualifications may be used to identify job finalists at the end of the selection process when candidates are referred for hiring. One (1) or more years of experience working at a museum, gallery, art studio, private art collection, or related institution as an art handler, preparator, fabricator, carpenter, or other craft

- or trades-related job.

Excellent manual dexterity and knowledge in the special care and handling of irreplaceable objects. Ability to solve problems and find attractive and safe solutions in the display of objects. Ability to perform complex fabrication using wood, metal, and/or plastic. Collaborate in a fast-paced team environment.

Selection Procedures :

The selection process will include evaluation of applications in relation to minimum requirements. Applicants meeting the minimum qualifications are not guaranteed advancement to the interview. Depending on the number of applicants, the Department may establish and implement additional screening mechanisms to comparatively evaluate the qualifications of candidates. If this becomes necessary, only those applicants whose qualifications most closely meet the needs of the Department will be invited for an interview. Transportation Security Administration (TSA)

Security Clearance :

Candidates for employment with the San Francisco Airport Commission are required to undergo a criminal history record check, including FBI

Candidates for employment with the San Francisco Airport Commission are required to undergo a criminal history record check, including FBI fingerprints, and Security Threat Assessment to determine eligibility for security clearance and may be required to undergo drug/alcohol screening. Per Civil Service Commission Rule Section 110.9.1, every applicant for an examination must possess and maintain the qualifications required by law and by the examination announcement for the examination. Failure to obtain and maintain security clearance may be a basis for termination from employment with the Airport Commission.

Medical Examination:

Prior to appointment, candidates must successfully pass a medical examination to determine his/her ability to perform the essential functions of the job and/or ability to meet the physical minimum requirements.

Verification of Education and Experience:

Every application is reviewed to ensure that you meet the minimum qualifications as listed in the job ad. Review SF Careers Employment Applications for considerations taken when reviewing applications. Applicants may be required to submit verification of qualifying education and experience at any point during the recruitment and selection process. If education verification is required, information on how to verify education requirements, including verifying foreign education credits or degree equivalency, can be found at <https://careers.sf.gov/knowledge/experience-education/>.

Note:

Falsifying one's education, training, or work experience or attempted deception on the application may result in disqualification for this and future job opportunities with the City and County of San Francisco. Additional Information Additional Information Regarding Employment with the City and County of San Francisco Information About the Hiring Process Conviction History Employee Benefits Overview Equal Employment Opportunity Disaster Service Worker ADA Accommodation Right to Work Copies of Application Documents Diversity Statement

HOW TO APPLY

All job applications for the City and County of San Francisco must be submitted through our online portal.

Please visit <https://careers.sf.gov/>:

[//careers.sf.gov/](https://careers.sf.gov/) to begin your application process. Computers are available for the public (9:00 a.m. to 4:00 p.m. Monday through Friday) to file online applications in the lobby of the Dept. of Human Resources at 1 South Van Ness Avenue, 4th Floor and at the City Career Center at City Hall, 1 Dr. Carlton B. Goodlett Place, Room 110. Ensure your application information is accurate, as changes may not be possible after submission. Your first and last name must match your legal ID for verification, and preferred names can be included in parentheses. Use your personal email address, not a shared or work email, to avoid unfixable issues. Applicants will receive a confirmation email from that their online application has been received in response to every announcement for which they file. Applicants should retain this confirmation email for their records. Failure to receive this email means that the online application was not submitted or received. If you have any questions, you may contact Ronnie Jones at .

Recruitment ID:

REF59861H.

The City and County of San Francisco encourages women, minorities and persons with disabilities to apply. Applicants will be considered regardless of their sex, race, age, religion, color, national origin, ancestry, physical disability, mental disability, medical condition (associated with cancer, a history of cancer, or genetic characteristics), HIV/AIDS status, genetic information, marital status, sexual orientation, gender, gender identity, gender expression, military and veteran status, or other protected category under the law.

3522-Senior Museum Preparator	
Link to Live Job Posting: Posting is no longer active	
Location: San Francisco, CA	O*NET: 25-4013.00
Company: City & County of San Francisco	Job Title: Museum Preparators
Company Description Application Opening: 12/12/2025 Application Deadline: 01/11/2026 Recruitment ID: RTF0160551-01113426 This is a Position-Based Test (PBT) conducted in accordance with Civil Service Rule 111A. Learn more about the City's hiring process: https://careers.sf.gov/knowledge/process/ About the Asian Art Museum Located in the heart of San Francisco, the Asian Art Museum houses one of the world's premier collections of Asian art, with 20,000 artworks ranging from ancient jades and ceramics to contemporary multimedia installations. Special exhibitions, cultural events, and dynamic programs bring art to life for diverse audiences. Job Description Overtime eligibility • Covered (Non-Z) • Nonexempt Labor agreement • SEIU Local 1021 The Asian Art Museum seeks a skilled Senior Museum Preparator to support the construction, installation, de-installation, and safe handling of artworks for exhibitions and gallery rotations. Working closely with a cross-departmental creative team, this role helps bring exhibitions to fruition through expert craftsmanship, problem-solving, and thoughtful design collaboration. Under direction, this position constructs museum-quality fixtures, showcases, pedestals, temporary walls, and mounts; installs and arranges exhibits; packs, unpacks, and oversees storage of art objects; and performs related duties as assigned. Work requires a high degree of manual dexterity and exceptional care in handling valuable artworks. DISTINGUISHING FEATURES The 3522 Senior Museum Preparator is distinguished from the 3524 Principal Museum Preparator in that the latter performs duties of a more difficult and complex nature and has greater supervisory responsibilities. Class 3522 Senior Museum Preparator is distinguished from Class 3520 Museum Preparator in that the latter is an entry level with no supervisory responsibility. Positions at this level require more knowledge, skills, abilities, and expertise than those of class 3520 and possess greater expertise than expected at the entry level. Major, Important, and Essential Duties Confers with curatorial, design, and other staff in planning and constructing exhibit components; designs and builds installation elements, such as showcases, pedestals, partitions, and special effects; paints and wallpapers exhibition spaces; adjusts and installs lighting; hangs artworks and sets up sculptures; and serves as a lead during installation, removal, and salvage of exhibition fixtures. Prepares cost and material estimates for construction and installation projects; requisitions lumber, supplies, and specialized equipment. Packs, ships, receives, and unpacks paintings and other valuable objects; supervises storage and inventory of paintings, statuary, and furniture; notifies the registrar of any discrepancies. Uses professional-grade hand and power tools for carpentry, cabinetmaking, and mount fabrication, including constructing cases, pedestals, mounts, and display furniture using conservation-safe materials and methods. Ensures all work aligns with	

museum conservation standards, safety protocols, and industry best practices, including PPE use, equipment safety, and proper artwork handling procedures. Work Environment & Physical Demands Work occurs in active gallery, workshop, and storage environments.

Duties require:

Standing, bending, and lifting Climbing ladders or scaffolding Performing fine motor tasks Safely handling and moving heavy, delicate, or high-value artworks Early mornings, evenings, and weekends may be required for installation schedules. Qualifications Education Possession of an associate degree from an accredited college or university with major coursework in Art, Fine Arts, Museum Studies, or a related field. Experience Two (2) years of verifiable experience in: Preparation, fabrication, installation, and care of valuable artworks Museum mount-making Building exhibition furniture Working in a museum, gallery, or traveling exhibition program Substitution Additional full-time work experience (2,000 hours = 1 year) may substitute for required education on a year-for-year basis. One year of work experience equals 30 semester units or 45 quarter units. License/Certification Valid California Driver's License. Desirable Qualifications Experience supervising or leading installation teams Experience preparing exhibitions in a fine art museum Knowledge of museum mount-making materials and methods Familiarity with digital tools for shop drawings and basic design layouts Verification of Education & Experience Applicants may be required to submit verification of qualifying education and experience at any stage. Information on verifying educational requirements, including foreign degree equivalency, is available at: <https://careers.sf.gov/knowledge/experience-education>

Note:

Falsifying education, work experience, or training may result in disqualification. Selection Procedure Minimum Qualification Supplemental Questionnaire (MQSQ) (

Weight:

Qualifying) : Candidates will be required to complete a MQSQ as part of the employment application at a later time. This MQSQ is designed to obtain specific information regarding an applicant's experience in relation to the Minimum Qualifications (MQ) for this position. The MQSQ will be used to evaluate if the applicant possesses the required minimum qualifications. Supplemental Questionnaire (SQ) (

Weight:

100%) : Candidates who meet minimum qualifications will be invited via a separate online link to complete the Supplemental Questionnaire Examination. The purpose of the SQ Examination is to evaluate the experience, knowledge, skills, and abilities that candidates possess in job-related areas, which have been identified as critical for this position and include, but are not limited to: Knowledge of wood properties, fabrication materials, adhesives, fasteners, and finishing techniques used in museum exhibition construction. Knowledge of carpentry and cabinetmaking tools, materials, and procedures, including use and maintenance of hand and power tools. Knowledge of modern fabrication methods such as

CAD, CNC

manufacturing, and rapid prototyping. Knowledge of scheduling and sequencing of exhibition construction projects. Knowledge of safe operation of heavy and aerial equipment (scissor lifts, boom lifts, scaffolding) and related safety regulations. Candidates must achieve a passing score to be placed on the confidential eligible list.

Eligible List/Score Report:

A confidential eligible list of applicant names that have passed the civil service examination process will be created and used for certification purposes only. An examination score report will be established, so applicants can view the ranks, final scores and number of eligible candidates. Applicant information, including names of applicants on the eligible list, shall not be made public unless required by law. However, an eligible list shall be made available for public inspection, upon request, once the eligible list is exhausted or expired and referrals resolved. The eligible list/score report resulting from this civil service examination process is subject to change after adoption (e.g., as a result of appeals), as directed by the Human Resources Director or the Civil Service Commission. The list is valid for six (6) months and may be extended by the Human Resources Director. Lists may change as a result of appeals. Terms of Announcement & Appeal Rights Applicants must follow

the terms stated in this announcement unless superseded by law. Clerical corrections may be posted at: <https://careers.sf.gov/> Applicants may appeal under Civil Service Rule 111A.35.1 within five (5) business days of announcement issuance. Additional Information Additional Information About Working for the City Links available at: <https://careers.sf.gov/> Hiring Process Conviction History Employee Benefits Overview Equal Employment Opportunity Disaster Service Worker ADA Accommodation Veterans Preference Seniority Credit Right to Work Copies of Application Documents Diversity Statement How to Apply All applications must be submitted online at: <https://careers.sf.gov/> Public access computers are available Monday-Friday, 9 a.m

- 4 p.

m.

at:

Department of Human Resources, 1 South Van Ness Avenue, 4th Floor City Career Center, City Hall, 1 Dr. Carlton B. Goodlett Place, Room 110 A confirmation email from notification@smartrecruiters.com will be sent upon successful submission. For questions, contact: Andrea Bolt, Senior HR Analyst abolt@asianart.org Disaster Service Work All City and County of San Francisco employees are designated Disaster Service Workers through state and local law (California Government Code Section 3100-3109). Employment with the City requires the affirmation of a loyalty oath to this effect. Employees are required to complete all Disaster Service Worker-related training as assigned, and to return to work as ordered in the event of an emergency. The City and County of San Francisco encourages women, minorities and persons with disabilities to apply. Applicants will be considered regardless of their sex, race, age, religion, color, national origin, ancestry, physical disability, mental disability, medical condition (associated with cancer, a history of cancer, or genetic characteristics), HIV/AIDS status, genetic information, marital status, sexual orientation, gender, gender identity, gender expression, military and veteran status, or other protected category under the law.

Senior Museum Preparator (3522)	
Link to Live Job Posting: Posting is no longer active	
Location: San Francisco, CA	O*NET: 25-4013.00
Company: Asian Art Museum	Job Title: Museum Preparators
Senior Museum Preparator - City and County of San Francisco - Asian Art Museum 200 Larkin St, San Francisco, CA 94102, USA Full-time Job Code and Title: 3522- Senior Museum Preparator Fill Type: Permanent Civil Service Compensation: USD33.663 - USD40.963 - hourly Please apply directly to the City of San Francisco: https://us.smrtr.io/4n Nsy Application Opening: 12/12/2025 Application Deadline: 01/11/2026 Recruitment ID: RTF0160551-01113426 This is a Position-Based Test (PBT) conducted in accordance with Civil Service Rule 111A. Learn more about the City's hiring process: https://careers.sf.gov/knowledge/process/ About the Asian Art Museum Located in the heart of San Francisco, the Asian Art Museum houses one of the world's premier collections of Asian art, with 20,000 artworks ranging from ancient jades and ceramics to contemporary multimedia installations. Special exhibitions, cultural events, and dynamic programs bring art to life for diverse audiences. Job Description Overtime eligibility - Covered (Non-Z) - Nonexempt Labor agreement - SEIU Local 1021 The Asian Art Museum seeks a skilled Senior Museum Preparator to support the construction, installation, de-	

installation, and safe handling of artworks for exhibitions and gallery rotations.

Working closely with a cross-departmental creative team, this role helps bring exhibitions to fruition through expert craftsmanship, problem-solving, and thoughtful design collaboration. Under direction, this position constructs museum-quality fixtures, showcases, pedestals, temporary walls, and mounts; installs and arranges exhibits; packs, unpacks, and oversees storage of art objects; and performs related duties as assigned. Work requires a high degree of manual dexterity and exceptional care in handling valuable artworks.

DISTINGUISHING FEATURES

The 3522 Senior Museum Preparator is distinguished from the 3524 Principal Museum Preparator in that the latter performs duties of a more difficult and complex nature and has greater supervisory responsibilities. Class 3522 Senior Museum Preparator is distinguished from Class 3520 Museum Preparator in that the latter is an entry level with no supervisory responsibility. Positions at this level require more knowledge, skills, abilities, and expertise than those of class 3520 and possess greater expertise than expected at the entry level. Major, Important, and Essential Duties Confers with curatorial, design, and other staff in planning and constructing exhibit components; designs and builds installation elements, such as showcases, pedestals, partitions, and special effects; paints and wallpapers exhibition spaces; adjusts and installs lighting; hangs artworks and sets up sculptures; and serves as a lead during installation, removal, and salvage of exhibition fixtures. Prepares cost and material estimates for construction and installation projects; requisitions lumber, supplies, and specialized equipment. Packs, ships, receives, and unpacks paintings and other valuable objects; supervises storage and inventory of paintings, statuary, and furniture; notifies the registrar of any discrepancies. Uses professional-grade hand and power tools for carpentry, cabinetmaking, and mount fabrication, including constructing cases, pedestals, mounts, and display furniture using conservation-safe materials and methods. Ensures all work aligns with museum conservation standards, safety protocols, and industry best practices, including PPE use, equipment safety, and proper artwork handling procedures. Work Environment & Physical Demands Work occurs in active gallery, workshop, and storage environments.

Duties require:

Standing, bending, and lifting Climbing ladders or scaffolding Performing fine motor tasks Safely handling and moving heavy, delicate, or high-value artworks Early mornings, evenings, and weekends may be required for installation schedules. Qualifications Education Possession of an associate degree from an accredited college or university with major coursework in Art, Fine Arts, Museum Studies, or a related field. Experience Two (2) years of verifiable experience in: Preparation, fabrication, installation, and care of valuable artworks Museum mount-making Building exhibition furniture Working in a museum, gallery, or traveling exhibition program Substitution Additional full-time work experience (2,000 hours = 1 year) may substitute for required education on a year-for-year basis. One year of work experience equals 30 semester units or 45 quarter units. License/Certification Valid California Driver's License. Desirable Qualifications Experience supervising or leading installation teams Experience preparing exhibitions in a fine art museum Knowledge of museum mount-making materials and methods Familiarity with digital tools for shop drawings and basic design layouts Verification of Education & Experience Applicants may be required to submit verification of qualifying education and experience at any stage. Information on verifying educational requirements, including foreign degree equivalency, is available at: <https://careers.sf.gov/knowledge/experience-education>

Note:

Falsifying education, work experience, or training may result in disqualification. For additional information and to apply to this position: <https://us.smtr.io/4nNsy> Equal Opportunity Employer This employer is required to notify all applicants of their rights pursuant to federal employment laws. For further information, please review the Know Your Rights notice from the Department of Labor.

Appendix C - Data Sources and Calculations

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.

Job Posting Analytics

Lightcast Q3 2026 Data Set

July 2026

San Mateo County Community College District



3401 CSM Drive
San Mateo, California 94402
650.358.6880

Parameters

Select Timeframe: May 2025 - May 2026

Occupations:

Results should include

Code	Description
25-4012	Curators
25-4013	Museum Technicians and Conservators

Code	Description
27-1011	Art Directors
27-1019	Artists and Related Workers, All Other

Regions:

Code	Description
6001	Alameda County, CA
6013	Contra Costa County, CA
6041	Marin County, CA
6075	San Francisco County, CA

Code	Description
6081	San Mateo County, CA
6085	Santa Clara County, CA
6087	Santa Cruz County, CA

Advertised Salary: Include all postings regardless

Minimum Experience Required: Any

STARs Relevant: Include all postings regardless

Education Level:

Description
High school or GED
Associate's degree

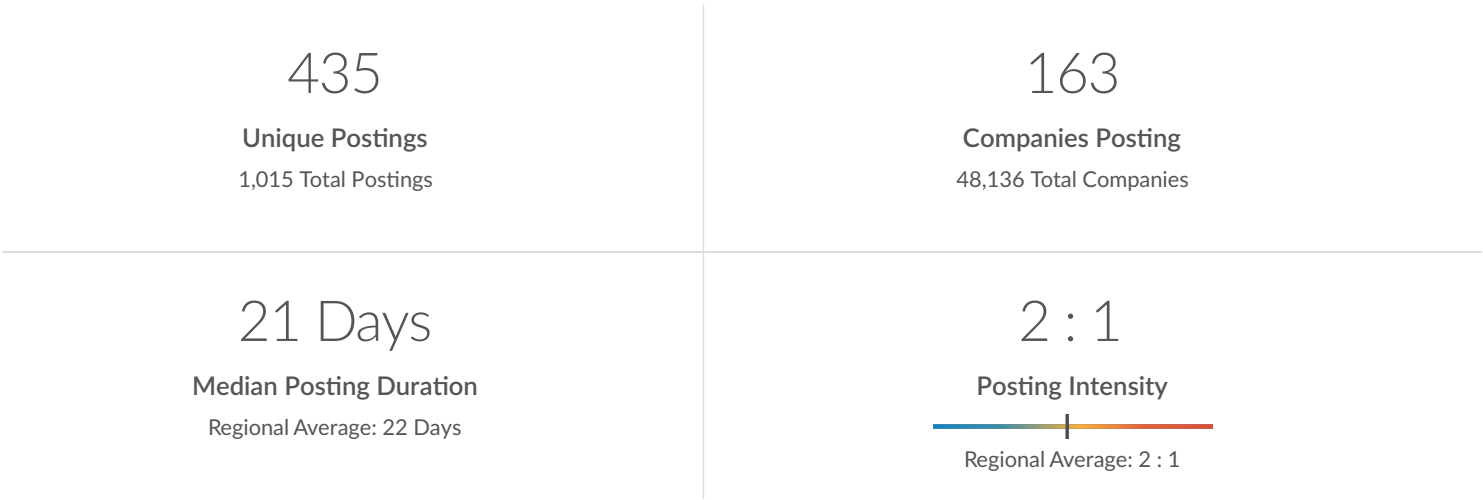
Description
Bachelor's degree

Job Type: Include Internships

Keyword Search:

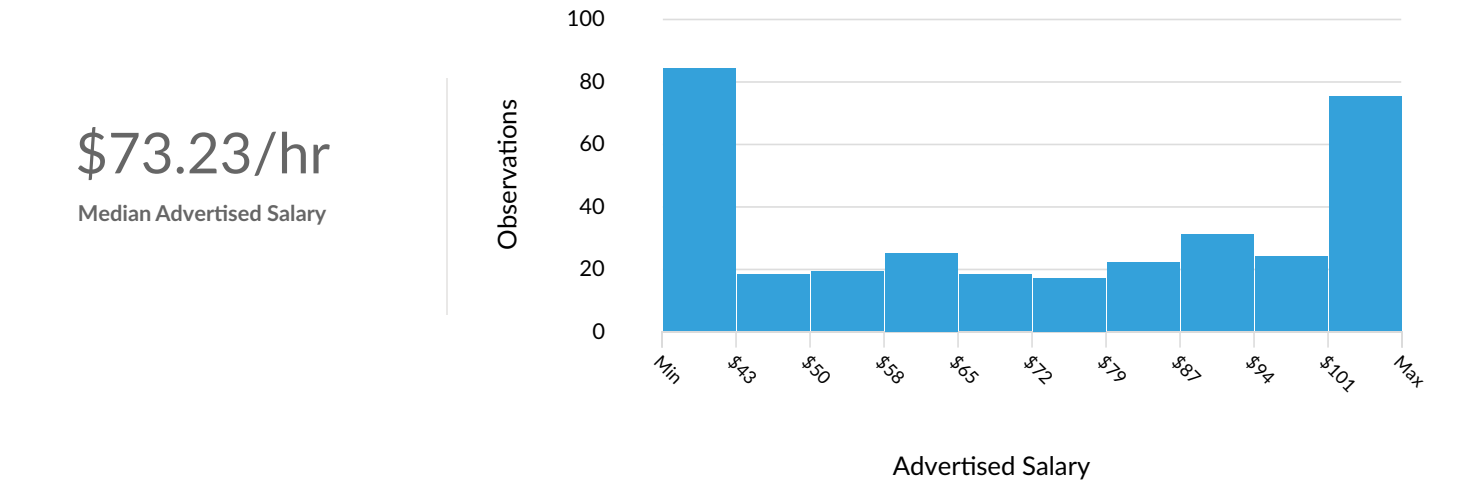
Posting Type: Newly Posted

Job Postings Overview



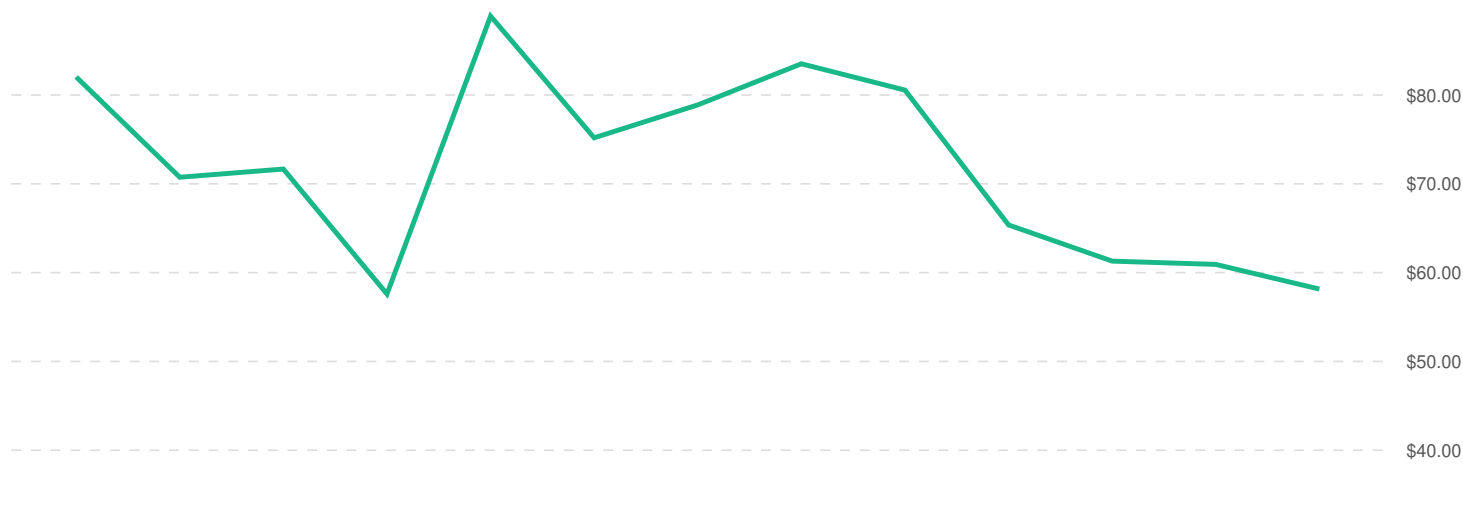
Advertised Salary

There are 333 advertised salary observations (77% of the 435 matching postings).

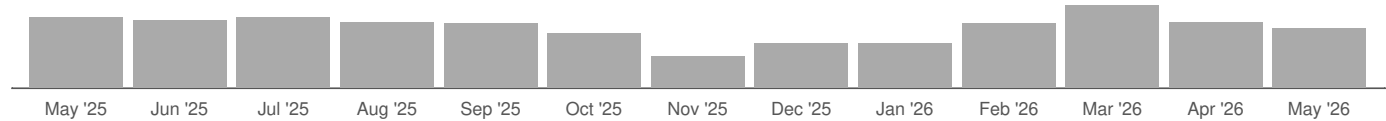


Advertised Salary Trend

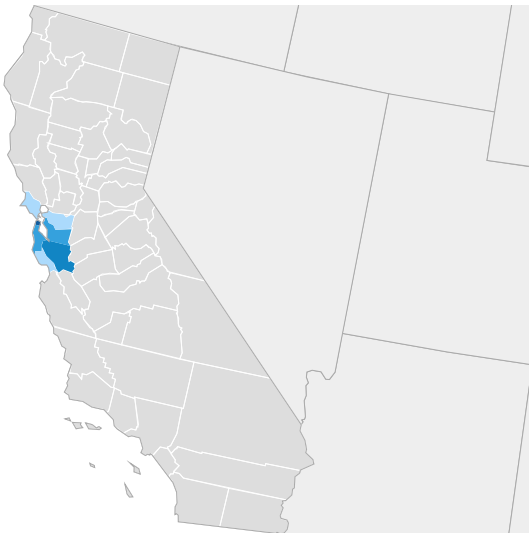
▼29.1% May 2025 - May 2026
\$73.23 Median



333 Job Postings

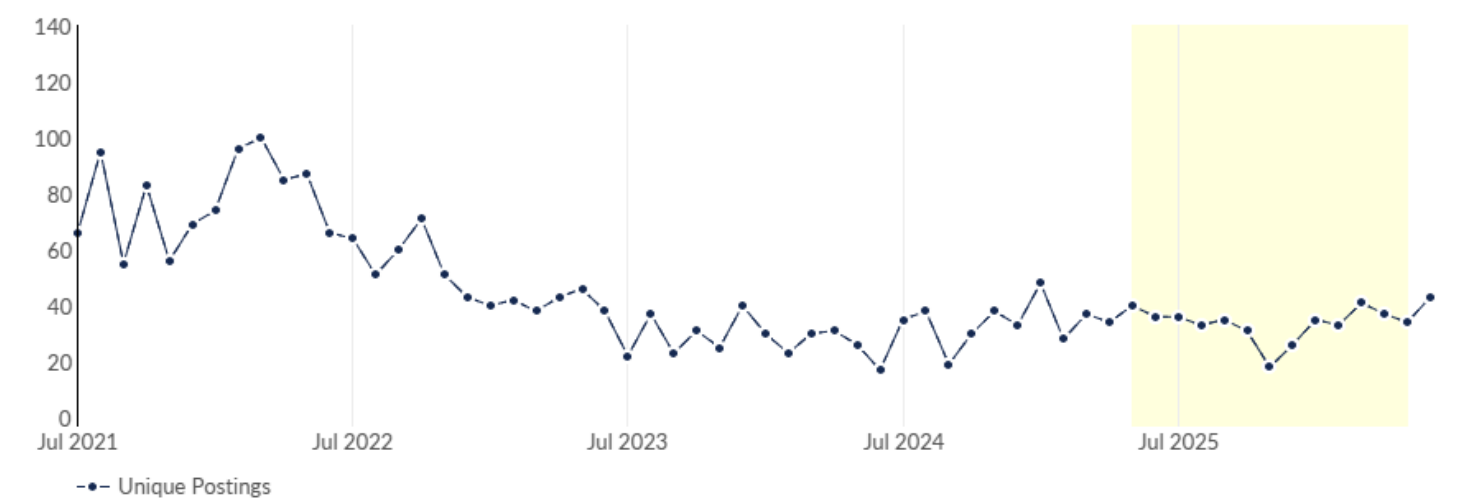


Job Postings Regional Breakdown



County	Unique Postings (May 2025 - May 2026)
San Francisco County, CA	192
Santa Clara County, CA	94
San Mateo County, CA	64
Alameda County, CA	52
Contra Costa County, CA	21

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2026	43	2 : 1
May 2026	34	2 : 1
Apr 2026	37	2 : 1
Mar 2026	41	3 : 1
Feb 2026	33	2 : 1
Jan 2026	35	2 : 1
Dec 2025	26	2 : 1
Nov 2025	18	2 : 1
Oct 2025	31	2 : 1
Sep 2025	35	2 : 1
Aug 2025	33	4 : 1
Jul 2025	36	2 : 1
Jun 2025	36	2 : 1
May 2025	40	2 : 1
Apr 2025	34	3 : 1
Mar 2025	37	4 : 1
Feb 2025	28	3 : 1
Jan 2025	48	3 : 1
Dec 2024	33	2 : 1
Nov 2024	38	4 : 1

Oct 2024	30	2 : 1
Sep 2024	19	2 : 1
Aug 2024	38	3 : 1
Jul 2024	35	3 : 1
Jun 2024	17	2 : 1
May 2024	26	2 : 1
Apr 2024	31	2 : 1
Mar 2024	30	2 : 1
Feb 2024	23	3 : 1
Jan 2024	30	2 : 1
Dec 2023	40	4 : 1
Nov 2023	25	5 : 1
Oct 2023	31	3 : 1
Sep 2023	23	2 : 1
Aug 2023	37	2 : 1
Jul 2023	22	2 : 1
Jun 2023	38	2 : 1
May 2023	46	2 : 1
Apr 2023	43	3 : 1
Mar 2023	38	2 : 1
Feb 2023	42	3 : 1
Jan 2023	40	3 : 1
Dec 2022	43	2 : 1
Nov 2022	51	2 : 1
Oct 2022	71	2 : 1
Sep 2022	60	2 : 1
Aug 2022	51	2 : 1
Jul 2022	64	2 : 1
Jun 2022	66	3 : 1
May 2022	87	2 : 1
Apr 2022	85	3 : 1

Mar 2022	100	2 : 1
Feb 2022	96	2 : 1
Jan 2022	74	2 : 1
Dec 2021	69	2 : 1
Nov 2021	56	4 : 1
Oct 2021	83	4 : 1
Sep 2021	55	4 : 1
Aug 2021	95	3 : 1
Jul 2021	66	4 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	0	0%
High school or GED	41	9%
Associate's degree	14	3%
Bachelor's degree	402	92%
Master's degree	83	19%
Ph.D. or professional degree	13	3%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	41	0	9%
Associate's degree	14	0	3%
Bachelor's degree	380	20	87%
Master's degree	0	70	0%
Ph.D. or professional degree	0	13	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	98	23%
0 - 1 Years	32	7%
2 - 3 Years	65	15%
4 - 6 Years	88	20%
7 - 9 Years	64	15%
10+ Years	88	20%

Top Companies Posting

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Meta	76 / 30	3 : 1 	17 days
University of California-Berkeley	50 / 17	3 : 1 	31 days
Visa	36 / 14	3 : 1 	21 days
Apple	46 / 14	3 : 1 	17 days
Google	33 / 12	3 : 1 	18 days
Camp Sfmoma	31 / 11	3 : 1 	24 days
Salesforce	23 / 9	3 : 1 	18 days
Stanford University	22 / 8	3 : 1 	24 days
Accenture	10 / 8	1 : 1 	14 days
Aquent	8 / 7	1 : 1 	20 days

Top Cities Posting

City	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
San Francisco, CA	394 / 193	2 : 1 	21 days
Menlo Park, CA	41 / 26	2 : 1 	14 days
Mountain View, CA	45 / 23	2 : 1 	16 days
San Jose, CA	60 / 21	3 : 1 	22 days
Berkeley, CA	52 / 19	3 : 1 	31 days
Oakland, CA	20 / 13	2 : 1 	21 days
Sunnyvale, CA	114 / 13	9 : 1 	17 days
Palo Alto, CA	12 / 9	1 : 1 	20 days
Santa Clara, CA	37 / 9	4 : 1 	33 days
South San Francisco, CA	20 / 8	3 : 1 	24 days

Top Posted Occupations

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Art Directors	682 / 291	2 : 1 	20 days
Curators	219 / 88	2 : 1 	25 days
Artists and Related Workers, All Other	88 / 43	2 : 1 	17 days
Museum Technicians and Conservators	26 / 13	2 : 1 	22 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Art Directors	682 / 291	2 : 1 	20 days
Curators	219 / 88	2 : 1 	25 days
Artists and Related Workers, All Other	88 / 43	2 : 1 	17 days
Museum Technicians and Conservators	26 / 13	2 : 1 	22 days

Top Posted Occupations

Occupation	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Creative Director	682 / 291	2 : 1 	20 days
Museum Curator	245 / 101	2 : 1 	25 days
Artist / Illustrator	88 / 43	2 : 1 	17 days

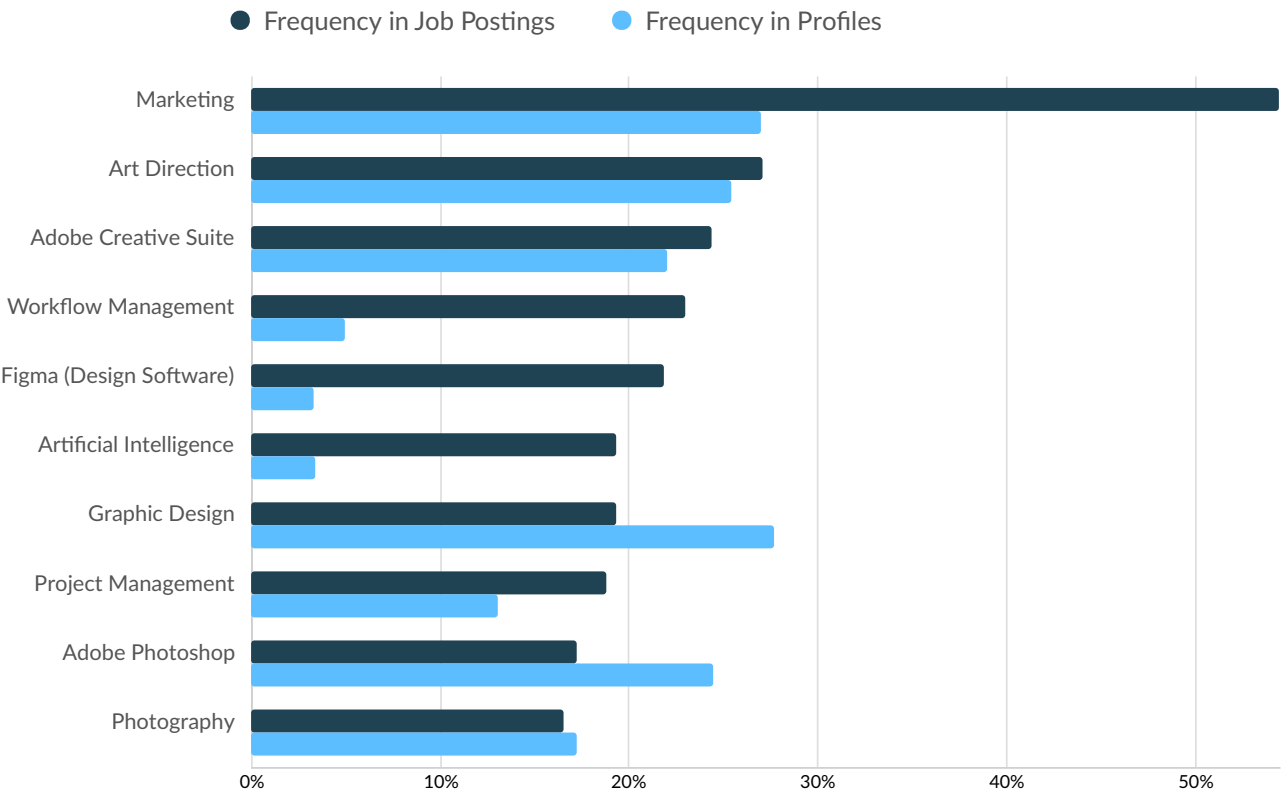
Top Posted Job Titles

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Art Directors	58 / 37	2 : 1 	13 days
Creative Directors	60 / 32	2 : 1 	32 days
Associate Creative Directors	59 / 25	2 : 1 	21 days
Group Creative Directors	33 / 13	3 : 1 	18 days
Visitor Experience Associates	15 / 8	2 : 1 	16 days
Museum Technicians	13 / 7	2 : 1 	19 days
Museum Preparators	13 / 6	2 : 1 	36 days
Enterprise Directors	12 / 5	2 : 1 	37 days
Museum Curators	10 / 5	2 : 1 	40 days
Exhibitions Coordinators	11 / 5	2 : 1 	20 days

Top Industries

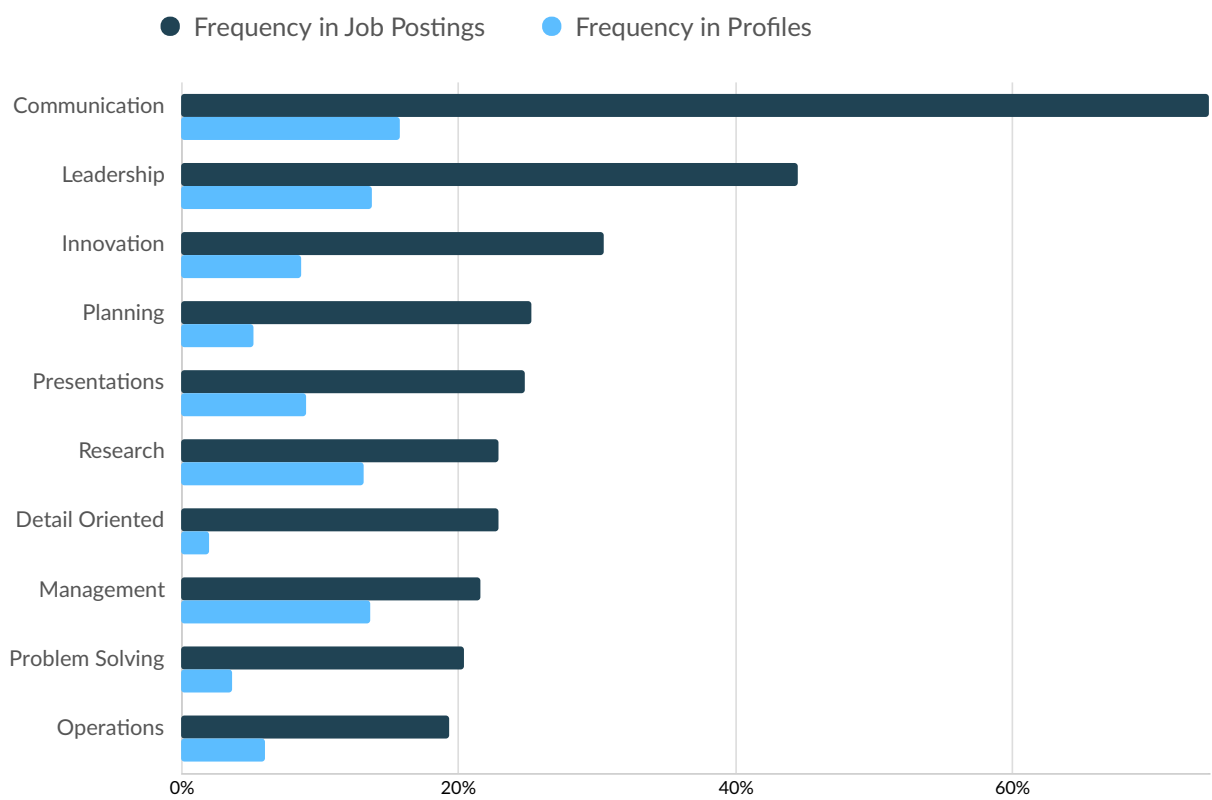
	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Web Search Portals and All Other Information Services	109 / 42	3 : 1 	18 days
Colleges, Universities, and Professional Schools	107 / 36	3 : 1 	25 days
Software Publishers	53 / 23	2 : 1 	21 days
Financial Transactions Processing, Reserve, and Clearinghouse Activities	50 / 19	3 : 1 	21 days
Employment Placement Agencies	23 / 18	1 : 1 	17 days
Electronic Computer Manufacturing	46 / 14	3 : 1 	17 days
Computer Systems Design Services	10 / 8	1 : 1 	14 days
Temporary Help Services	8 / 8	1 : 1 	13 days
Museums	16 / 8	2 : 1 	31 days
Pharmaceutical Preparation Manufacturing	15 / 7	2 : 1 	25 days

Top Specialized Skills



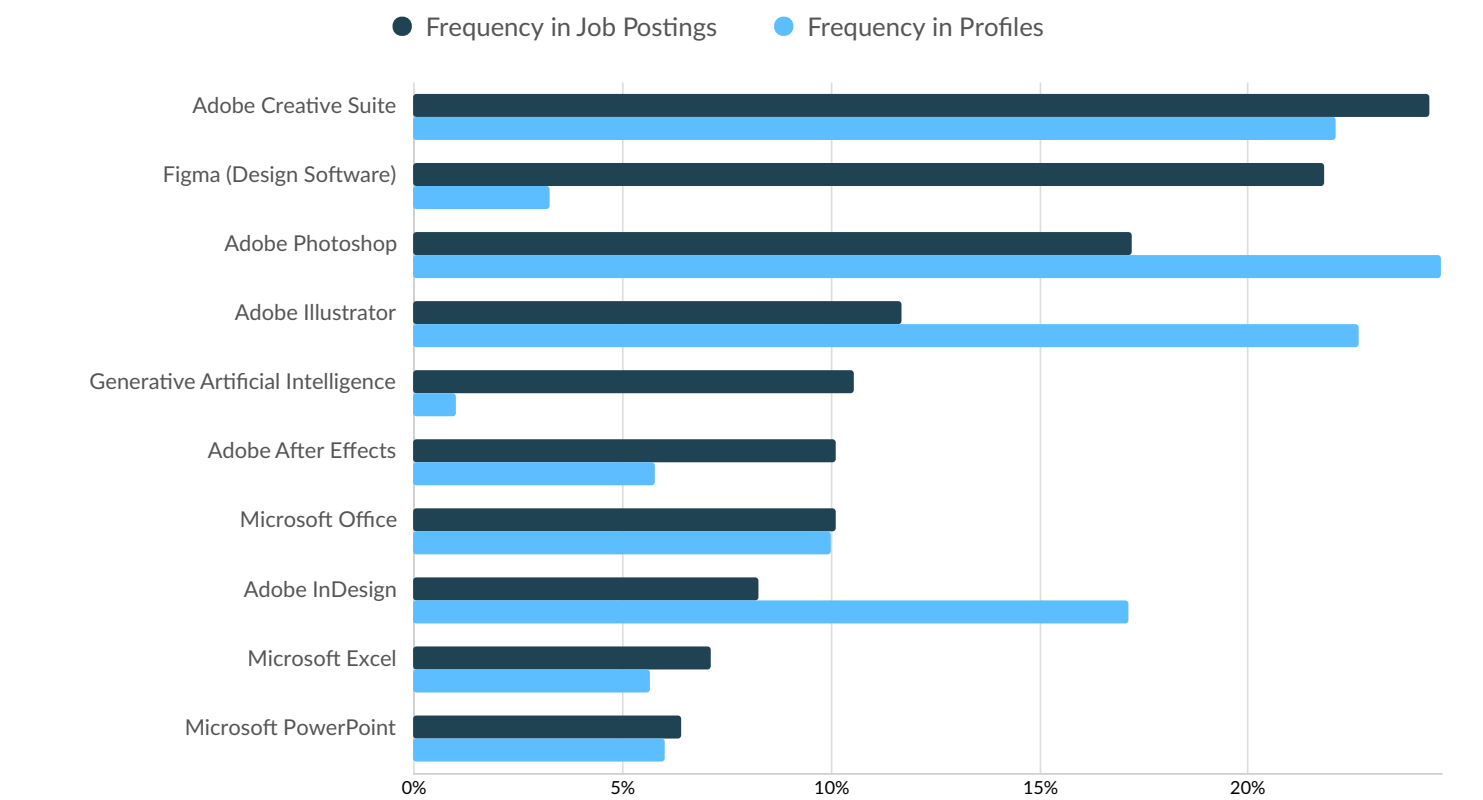
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Marketing	237	54%	2,806	27%	+21.1%	Rapidly Growing
Art Direction	118	27%	2,647	25%	+4.9%	Stable
Adobe Creative Suite	106	24%	2,293	22%	+11.1%	Growing
Workflow Management	100	23%	514	5%	+16.4%	Growing
Figma (Design Software)	95	22%	340	3%	+14.6%	Growing
Artificial Intelligence	84	19%	355	3%	+20.1%	Rapidly Growing
Graphic Design	84	19%	2,881	28%	+7.6%	Stable
Project Management	82	19%	1,362	13%	+19.4%	Rapidly Growing
Adobe Photoshop	75	17%	2,546	25%	+5.9%	Stable
Photography	72	17%	1,797	17%	+19.6%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	323	74%	1,637	16%	+8.5%	Stable
Leadership	194	45%	1,437	14%	+9.5%	Growing
Innovation	133	31%	902	9%	+21.5%	Rapidly Growing
Planning	110	25%	545	5%	+10.3%	Growing
Presentations	108	25%	943	9%	+21.2%	Rapidly Growing
Research	100	23%	1,370	13%	+14.3%	Growing
Detail Oriented	100	23%	214	2%	+8.2%	Stable
Management	94	22%	1,418	14%	+5.7%	Stable
Problem Solving	89	20%	382	4%	+11.1%	Growing
Operations	84	19%	628	6%	+8.8%	Stable

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Adobe Creative Suite	106	24%	2,296	22%	+11.1%	Growing
Figma (Design Software)	95	22%	341	3%	+14.6%	Growing
Adobe Photoshop	75	17%	2,559	25%	+5.9%	Stable
Adobe Illustrator	51	12%	2,353	23%	+7.5%	Stable
Generative Artificial Intelligence	46	11%	106	1%	+39.2%	Rapidly Growing
Adobe After Effects	44	10%	600	6%	+4.3%	Stable
Microsoft Office	44	10%	1,042	10%	+16.9%	Growing
Adobe InDesign	36	8%	1,782	17%	+6.6%	Stable
Microsoft Excel	31	7%	589	6%	+14.8%	Growing
Microsoft PowerPoint	28	6%	626	6%	+19.9%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Valid Driver's License	27
Master Of Business Administration (MBA)	16
Cardiopulmonary Resuscitation (CPR) Certification	7
First Aid Certification	6
Automated External Defibrillator (AED) Certification	2
Professional in Human Resources	2
ServSafe Certification	1
Entertainment Technician Certification Program (ETCP)	1
Certified Nursing Assistant (CNA)	1
Chartered Financial Analyst	1

Top Advertised Benefits

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Retirement and Savings	350 / 164	2 : 1 	21 days
Insurance	329 / 153	2 : 1 	21 days
Paid Leave	321 / 150	2 : 1 	22 days
Education and Career Development	186 / 86	2 : 1 	16 days
Supplemental Pay	141 / 60	2 : 1 	17 days
Health and Wellness Benefits	106 / 46	2 : 1 	21 days
Work-Life Balance	64 / 34	2 : 1 	21 days
Other Benefits	62 / 30	2 : 1 	20 days

Appendix A

Top Posting Sources

Website	Postings on Website (May 2025 - May 2026)
simplyhired.com	213
indeed.com	120
dejobs.org	49
disabledperson.com	44
myworkdayjobs.com	43
diversityjobs.com	39
glassdoor.com	20
fairygodboss.com	18
hercjobs.org	13
smartrecruiters.com	12
adp.com	10
themuse.com	9
greenhouse.io	8
higheredsjobs.com	8
lever.co	8
scholarshipdb.net	8
sf.gov	8
inspyrsolutions.com	7
jobmonkeyjobs.com	7
efinancialcareers.com	6
aphsa.org	5
applitrack.com	5
disneycareers.com	5
oraclecloud.com	5
stanford.edu	5

Appendix B

Sample Postings

PT Instructor, Animation	
Link to Live Job Posting: Posting is no longer active	
Location: Dublin, CA	O*NET: 27-1019.00
Company: Chabot-Las Positas Community College District	Job Title: Animation Instructors
PT Instructor, Animation Salary: \$2,075.12/CAH - \$2,322.27/CAH https://www.clpccd.org/hr/files/docs/salary/FacultySalarySchedule07012025.pdf Start Date: Spring, Summer or Fall 2027 Closing Date: Open Until Filled Location: Chabot College, 25555 Hesperian Blvd, Hayward, Ca 94545 Job Summary The Chabot - Las Positas Community College District is seeking a Part-Time Instructor, Animation for Chabot College's Animation program adjunct pool. The successful candidate will have a strong academic background in Animation with an emphasis in 3D Animation. Duties and Responsibilities: 1. Teach day and evening courses offered in concept art, storyboarding, hand drawn animation, 2D digital Animation, and 3D animation, and Motion Graphics; 2. Assignment includes creating a syllabus, teaching the course, evaluating students, and supporting student film submissions to the Chabot College Film & Animation Festival; 3. Participate in supporting students' educational planning and transfer opportunities; 4. Participate in the development and furthering of departmental and college goals through course development and student engagement. Minimum Qualifications: Bachelor's degree(s) or higher and two years of professional experience, and/or other specifications as noted, or specifically named associate degree(s) and six years of professional experience. Evidence of understanding of and responsiveness to the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, racial and ethnic backgrounds of community college students, as these factors relate to the need for equity-minded practices within the classroom. Applicants applying under the "Equivalent" provision must provide details that explain at time of application how their academic preparation is the equivalent of the degree listed above. Desirable Qualifications: 1. Recent industry experience in Animation preferred; 2. Extensive experience using 2D and 3D Animation software, including but not limited to Photoshop, Blender, and After Effects; 3. Experience with foundational skills including analogue storyboarding and drawing skills. Physical Demands and Working Environment: Individuals with disabilities who are unable to carry out the physical activities of the position will receive reasonable accommodations to enable them to perform the essential functions of the positions. Notification to	

enable them to perform the essential functions of the positions. Notification to

Applicants:

The Chabot-Las Positas Community College District reserves the right to close or not fill any advertised position. TO APPLY, please send the following application materials to the contact listed below: 1. Cover Letter 2. Resume 3. Website portfolio, or link to video of work 4. College Transcripts (Unofficial copies accepted for application purposes; however, official copies must be submitted if hired.) Any degrees earned outside of the United States must have a U.S. evaluation (course by course) of the transcripts and must be submitted with the application. (Please use <https://www.naces.org/members> to obtain evaluations.) 5. PT Faculty Application (Application procedures also included below.) <https://clpccd.org/hr/files/docs/hiringpkt/1.PTFacApp>.

pdf <https://www.clpccd.org/hr/files/docs/hiringpkt/PTFacAppProcedures.pdf>

Name:

Mumtaj Ismail Email:

mismail@chabotcollege.edu

Department:

Art, Media and Communications Special Instructions to

Applicants:

The Board of Trustees has updated Board Policy 7330 to incorporate information on COVID vaccination requirements, which are currently suspended. Accordingly, employee(s) must comply with the Board Policy found at: <http://districtazure.clpccd.org/policies/files/docs/BP7330.pdf> . It is the policy of this District to provide equal opportunity in all areas of employment practices and to assure that there shall be no discrimination against any person on the basis of sex, ancestry, age, marital status, race, religious creed, mental disability, medical condition (including HIV and AIDS), color, national origin, physical disability, family or sexual preference status and other similar factors in compliance with Title IX, Sections 503 and 504 of the Rehabilitation Act, other federal and state non-discrimination regulations, and its own statements of philosophy of objectives. The District encourages the filing of applications by both sexes, ethnic minorities, and the disabled. The Chabot College Community Equity Statement Chabot College is committed to educational equity in its academic programs and college services so that students may achieve their personal, educational, and career goals. Our equity work today builds upon a strong history: the Puente and Umoja programs were first created at Chabot College, and have since been replicated across the state. These programs have paved the way for a series of additional educational and student support programs intentionally focused on equity that thrive at Chabot College today. Chabot College is located in Hayward, California, the third most diverse city in the United States. We serve a highly diverse student population and are proud to be designated as a Hispanic Serving Institution. Information about the demographics of our campus community can be found [here](#).

Serving our diverse community requires a culturally-responsive approach that recognizes the myriad strengths and assets that our students bring to the campus community. We do so by promoting a classroom and co-curricular learning environment that is inclusive, collaborative, engaging, and challenging, and where respect, dignity, and integrity are core values. We see students as producers of knowledge, not just consumers of knowledge. We work to reframe inequities as a problem of practice, and view the elimination of inequities as an individual and institutional responsibility. Joining Our College Community We seek equity-minded applicants who demonstrate they understand the benefits diversity brings to an educational community.

We look for applicants who:

1. Value and intentionally promote diversity and consciousness of difference 2. Demonstrate cultural humility and an ongoing desire to improve cultural competence 3. Are dedicated to addressing issues of social justice 4. Accept their shared role and responsibility in addressing

opportunity and achievement gaps experienced by students 5. Have experience and success in closing student equity gaps and engaging in equitable practices, or are knowledgeable and enthusiastic about implementing practices that achieve these goals 6. Actively seek to identify, disrupt, and remove institutional and/or systemic barriers that adversely impact historically marginalized communities 7. Empower the underrepresented and underserved 8. Foster students' potential to become global citizens and socially responsible leaders 9. Believe that all people have the right to an education and work environment free from fear, harassment, or discrimination. To apply, visit: <https://clpccd.peopleadmin.com/jeid-d6987a2ba85d7e44a1e99180abc0de74>

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Link to Live Job Posting: Posting is no longer active	
Location: Hayward, CA	O*NET: 27-1019.00
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pdf [https:](https://www.clpccd.org/hr/files/docs/hiringpkt/PTFacAppProcedures.pdf)

[//www.clpccd.org/hr/files/docs/hiringpkt/PTFacAppProcedures.pdf](https://www.clpccd.org/hr/files/docs/hiringpkt/PTFacAppProcedures.pdf)

Name:

Mumtaj Ismail Email:

mismail@chabotcollege.edu

Department:

Art, Media and Communications Special Instructions to

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Art Director	
Link to Live Job Posting: Posting is no longer active	
Location: Oakland, CA	O*NET: 27-1011.00
Company: Boys And Girls Club Of Oakland	Job Title: Art Directors
Art Director Boys & Girls Club of Oakland - 4.1 Oakland, CA Job Details Part-time \$18 - \$23 an hour 1 day ago Benefits Paid training Paid sick time Qualifications CPR Certification Mid-level Project management Bachelor's degree First Aid Certification Associate's degree Leadership 2 years Communication skills Art direction Full Job Description Benefits/Perks Organization Description: Here is a chance to make a difference in the lives of our community's youth: Boys & Girls Clubs of Oakland's mission is to develop our community's youth into positive contributors to society. To that end, we provide programs and services that are tailored to the special needs of today's youth and supplementary to the endeavors of our families, our schools, and other community-based organizations. We strive to insure that each of our young people is given the opportunity to reach her or his fullest potential as effective, goal-oriented young adults who will become responsible members of our society. We currently serve nearly 3,000 youth in Oakland with an outcome-driven Club experience in order to achieve our primary objectives: Academic Success, Good Character & Citizenship and Healthy Lifestyles. We have three locations. The successful candidate will be based at the Ossian E. Carr Branch-8530 International Blvd. Oakland, CA 94621 or the Leonard J. Meltzer Branch- at 920 24th Street, Oakland, CA 94607. Job Summary: Responsible for overseeing the delivery of a broad range of arts and crafts programs within a designated Boys & Girls Clubs of Oakland Clubhouse. Plan, develop, oversee implementation and supervise departmental programs and program staff. Primary Responsibilities: Prepare Youth for Success 1. Plan and oversee the administration of designated Clubhouse arts and crafts programs and activities that support Youth Development Outcomes: Establish Clubhouse program objectives consistent with organizational goals and mission. Oversee the provision of day-to-day program activities in accordance with established standards and goals. Ensure that members are encouraged to participate in a variety of program areas/activities and receive instruction and constructive feedback to develop skills in program area(s). Demonstrate leadership to assure conduct, safety and development of members. Program Development and Implementation 2. Establish and maintain Clubhouse arts and crafts program goals and settings that insure the health and safety of members. Ensure that departmental staff understand and effectively communicate standards of program; that they ensure program areas are safe, well ventilated and well lit; and that Club equipment is maintained in good working condition. 3. Ensure the evaluation of Club arts and crafts programs on a continual basis and ensures programs/activities respond to member needs and address their gender and cultural diversity. 4. Control departmental and other assigned program and activity expenditures within approved budget. Supervision 5. Allocate and monitor work assigned to program volunteers and staff, providing ongoing feedback and regular appraisal. Identify and support training and development opportunities for assigned volunteers and staff. 6. Oversee proper record keeping and reporting including: activities and events conducted, breakdowns of daily participation figures, notable achievements, and any problems/issues. 7. Ensure productive and effective performance by all program staff and volunteers. Marketing and Public Relations 8. Increase visibility of Club programs via posting of daily schedule, announcements of upcoming events and the dissemination of timely information for the development of advertising and promotion through mailings, fliers and media releases.	

ADDITIONAL RESPONSIBILITIES

1. May oversee special programs and/or events (i.e. Keystone, Youth of the Year and Awards Programs), and/or participate in the implementation of other branch activities as necessary. 2. May be required to drive Club van periodically. 3. May consult with parents concerning member and branch issues.

RELATIONSHIPS

Internal:

Maintain close, daily contact with Club staff (professional and volunteer), Club members, and supervisor to receive/provide information, discuss issues, explain or interpret guidelines/instructions; instruct, and advise/counsel.

External:

Maintain contact as needed with schools, member's parents, and others to assist in resolving problems.

Qualifications:

At minimum enrolled in college working towards an AA or BA degree or equivalent experience. A minimum of two years work experience in a Boys or Girls Club or similar organization planning and supervising activities based on the developmental needs of young people. Strong communication skills, both verbal and written. Group leadership skills, including an understanding of group dynamics. Demonstrated organizational, staff and project management abilities. Mandatory CPR and First Aid Certifications.

Employment Status:

Part Time Salary Range:

\$18.00 to \$23.00 an

Hour Benefit Package:

Paid Sick Leave, Training Please send to: ~ Boys & Girls of Oakland is an equal opportunity employer ~ [www.](http://www.BGCOakland.org)

BGCOakland.org

Video/Animation Creative Director	
Link to Live Job Posting: Posting is no longer active	
Location: San Francisco, CA	O*NET: 27-1011.00
Company: Ideamachine Studio	Job Title: Creative Directors
Video/Animation Creative Director IdeaMachine Studio - 4.4 San Francisco, CA Job Details Estimated: \$134K - \$166K a year 3 days ago Benefits Disability insurance Health insurance Dental insurance Paid time off Vision insurance Life insurance Qualifications Some college Sales Writing skills Adobe Creative Suite Bachelor's degree Conflict management Budgeting Senior level Leadership Communication skills Marketing Time management 10 years Full Job Description Video/Animation Creative Director The role of a Creative Director is to lead and develop creative projects and artists to successfully meet business needs. The Creative Director guides assigned projects and is responsible for the overall quality of the work produced by the team. Responsibilities Oversee client pitches and proposals as needed. Develop concept and drive all aspects of storytelling. Manage an assigned team of artists, with the main goal of supporting each team member's professional development in and out of the Studio. Ensure that all artists are recorded in Harvest for assigned projects. Act as both producer and main client contact for Creative Department - balance the needs of the budget with the creative needs of the client. Direct team in achieving the vision for each video. Train and mentor team members. Maintain constant communication with clients through email and phone. Solicit, review, and incorporate feedback from team as works best. Collaborate with HR to perform performance reviews with artists. Spearhead and lead additional high-level studio efforts as needed, which could include training, team morale and recognition, production process improvements, marketing, etc. Qualifications 10+ years' experience in the creative and business industry. Bachelor's Degree or some college is preferred. Solid understanding of Adobe Creative suite, some proficiency preferred. Strong understanding of industry trends. Excellent writing and communication skills. Experience in time management and multitasking; leadership and development; strategic and project management; client management and conflict resolution. Managerial skills. Balancing budgets and an understanding of the sales process. Since we can't see your work over the phone, please email your portfolio to: Thanks and good luck! email jobs @ ideamachinestudio. com note: we check submissions infrequently. First name• Email• Phone SUBMIT	

Art Director	
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Location: Oakland, CA	O*NET: 27-1011.00
Company: Boys And Girls Club Of Oakland	Job Title: Art Directors
Art Director Boys & Girls Club of Oakland - 4.1 Oakland, CA Job Details Part-time \$18 - \$23 an hour 4 hours ago Benefits Paid training Paid sick time Qualifications CPR Certification Mid-level Project management Bachelor's degree First Aid Certification Associate's degree Leadership 2 years Communication skills Art direction Full Job Description Benefits/Perks Organization Description: Here is a chance to make a difference in the lives of our community's youth: Boys & Girls Clubs of Oakland's mission is to develop our community's youth into positive contributors to society. To that end, we provide programs and services that are tailored to the special needs of today's youth and supplementary to the endeavors of our families, our schools, and other community-based organizations. We strive to insure that each of our young people is given the opportunity to reach her or his fullest potential as effective, goal-oriented young adults who will become responsible members of our society. We currently serve nearly 3,000 youth in Oakland with an outcome-driven Club experience in order to achieve our primary objectives: Academic Success, Good Character & Citizenship and Healthy Lifestyles. We have three locations. The successful candidate will be based at the Ossian E. Carr Branch-8530 International Blvd. Oakland, CA 94621 or the Leonard J. Meltzer Branch- at 920 24th Street, Oakland, CA 94607. Job Summary: Responsible for overseeing the delivery of a broad range of arts and crafts programs within a designated Boys & Girls Clubs of Oakland Clubhouse. Plan, develop, oversee implementation and supervise departmental programs and program staff. Primary Responsibilities: Prepare Youth for Success 1. Plan and oversee the administration of designated Clubhouse arts and crafts programs and activities that support Youth Development Outcomes: Establish Clubhouse program objectives consistent with organizational goals and mission. Oversee the provision of day-to-day program activities in accordance with established standards and goals. Ensure that members are encouraged to participate in a variety of program areas/activities and receive instruction and constructive feedback to develop skills in program area(s). Demonstrate leadership to assure conduct, safety and development of members. Program Development and Implementation 2. Establish and maintain Clubhouse arts and crafts program goals and settings that insure the health and safety of members. Ensure that departmental staff understand and effectively communicate standards of program; that they ensure program areas are safe, well ventilated and well lit; and that Club equipment is maintained in good working condition. 3. Ensure the evaluation of Club arts and crafts programs on a continual basis and ensures programs/activities respond to member needs and address their gender and cultural diversity. 4. Control departmental and other assigned program and activity expenditures within approved budget. Supervision 5. Allocate and monitor work assigned to program volunteers and staff, providing ongoing feedback and regular appraisal. Identify and support training and development opportunities for assigned volunteers and staff. 6. Oversee proper record keeping and reporting including: activities and events conducted, breakdowns of daily participation figures, notable achievements, and any problems/issues. 7. Ensure productive and effective performance by all program staff and volunteers. Marketing and Public Relations 8. Increase visibility of Club programs via posting of daily schedule, announcements of upcoming events and the dissemination of timely information for the development of advertising and promotion through mailings, fliers and media releases.	

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Employment Status:

Part Time Salary Range:

\$18.00 to \$23.00 an

Hour Benefit Package:

Paid Sick Leave, Training Please send to: ~ Boys & Girls of Oakland is an equal opportunity employer ~ [www.](http://www.BGCOakland.org)

BGCOakland.org

Appendix C - Data Sources and Calculations

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.

Art History: Associate's vs. Bachelor's

An analysis of Lightcast job posting data for the San Francisco Bay Area (May 2025 – May 2026) reveals a clear divide in career opportunities, compensation, geographical distribution, and required skill sets between candidates holding an Associate’s Degree (AA/AS) versus a Bachelor’s Degree in Art History.

While an Associate’s degree serves as an entry point into hands-on, operational roles within public institutions and cultural venues, a Bachelor’s degree acts as a primary key for entering high-paying corporate, tech-driven, and strategic creative positions across Silicon Valley.

1. Market Demand & Wage Structure

A comparison of posting volume demonstrates the difference in market access between the two educational levels.

Metric	Associate’s Degree (AA/AS)	Bachelor’s Degree (BA/BS)	Comparison
Unique Job Postings	55 postings	435 postings	7.9x more postings for Bachelor's
Median Advertised Salary	\$26.58 / hour	\$73.23 / hour	2.75x higher wage for Bachelor's
Annualized Median	~\$55,286 / year	~\$152,318 / year	~\$97,000 annual premium
1-Year Wage Trend	+1.0% growth	+29.1% growth	Dynamic compensation growth for Bachelor's

Metric	Associate's Degree (AA/AS)	Bachelor's Degree (BA/BS)	Comparison
Hiring Companies	31 companies	163 companies	5.2x broader corporate employer pool

The financial return on completing a Bachelor's degree is substantial. The advertised hourly rate for Bachelor's degree roles averages \$73.23/hr, compared to \$26.58/hr for Associate-level listings. Furthermore, salaries for Bachelor's-level roles grew by 29.1% over the observed 12-month period, whereas Associate-level salaries remained essentially stagnant at 1.0% growth.

2. Posting Duration & Hiring Velocity

- **Associate's Degree:** Postings remain active for a median of **24 days**.
- **Bachelor's Degree:** Postings remain active for a median of **21 days**.

The slightly shorter duration for Bachelor's roles points to higher competition and quicker recruitment pipelines within tech and corporate environments. Conversely, public sector and non-profit institutions hiring Associate-level candidates frequently utilize structured, fixed-duration municipal civil service or seasonal hiring cycles.

3. Geographic Distribution & Top Employers

The geographical density of job listings illustrates how educational level reshapes career landscapes across Bay Area counties.

Job Postings Distribution by County

San Francisco County: ===== (192 BA | 23 AA)
 Santa Clara County: ===== (94 BA | 5 AA)
 San Mateo County: ===== (64 BA | 7 AA)
 Alameda County: ===== (52 BA | 11 AA)
 Contra Costa County: == (21 BA | 8 AA)

Associate's Degree Distribution

Associate-level postings are primarily localized in San Francisco (23 postings) and East Bay/Peninsula locations like Oakland (7), South San Francisco (6), and Danville (4). Top employers consist of cultural institutions, municipal agencies, community colleges, and non-profits:

- **Camp SFMOMA** (8 postings)

- **Fine Arts Museums of San Francisco** (3 postings)
- **City & County of San Francisco** (3 postings)
- **Chabot-Las Positas Community College District** (2 postings)
- **National Park Service / US National Park Service** (4 postings combined)

Bachelor's Degree Distribution

Bachelor's degree listings extend into Silicon Valley tech hubs, led by San Francisco (193 postings), Menlo Park (26), Mountain View (23), San Jose (21), and Berkeley (19). The employer landscape is dominated by tech corporations, major universities, and financial enterprises:

- **Meta** (30 postings)
- **University of California, Berkeley** (17 postings)
- **Visa** (14 postings)
- **Apple** (14 postings)
- **Google** (12 postings)
- **Salesforce** (9 postings)
- **Stanford University** (8 postings)

4. Primary Occupations & Job Titles

The structural role expectations associated with each degree level differ significantly.

Top Occupations Breakdown

Art Directors:	[291 BA 9 AA]
Curators:	[88 BA 23 AA]
Artists & Related Workers:	[43 BA 12 AA]
Museum Technicians & Conservators:	[13 BA 11 AA]

- **Associate-Level Roles:** Postings lean heavily toward operational, visitor-facing, and physical setup work. Leading job titles include **Visitor Experience Associates** (8 listings), **Museum Preparators** (6 listings), **Museum Technicians** (5 listings), **Animation Instructors** (3 listings), and **Art Handlers** (2 listings).
- **Bachelor-Level Roles:** Listings focus heavily on high-level creative direction and management. Leading titles include **Art Directors** (37 listings), **Creative Directors** (32 listings), **Associate Creative Directors** (25 listings), and **Group Creative Directors** (13 listings).

5. Experience Requirements & Skill Profiles

Requirements for prior experience and technical skill sets reflect the divergent tracks of these two qualification levels.

Experience Level Required

AA/AS: [20% No Exp] [31% 0-1 Yrs] [38% 2-3 Yrs] [9% 4-6 Yrs] [2% 10+ Yrs]
BA/BS: [23% No Exp] [7% 0-1 Yrs] [15% 2-3 Yrs] [20% 4-6 Yrs] [15% 7-9 Yrs] [20% 10+ Yrs]

Experience Expectations

- **Associate's Degree:** Highly accessible to early-career job seekers. **89% of postings** require 3 years of experience or fewer (31% requiring 0–1 years, 38% requiring 2–3 years, and 20% listing no specific requirement).
- **Bachelor's Degree:** Tailored toward mid-to-senior professionals. **55% of listings** require at least 4 years of experience (20% requiring 4–6 years, 15% requiring 7–9 years, and 20% requiring 10+ years).

Key Skill Profiles

- **Associate-Level Skills:** Prioritizes hands-on physical labor, safety protocols, and direct customer interactions. Specialized skills include **Exhibitions** (40%), **Art History** (29%), **Collections** (25%), **Power Tool Operation** (24%), **Museum Studies** (18%), **Personal Protective Equipment (PPE)** (16%), **Point of Sale (POS)** (15%), and **Cash Handling** (13%).
- **Bachelor-Level Skills:** Focuses on digital visual design, strategic workflow, marketing, and modern software tools. Top specialized skills include **Marketing** (54%), **Art Direction** (27%), **Adobe Creative Suite** (24%), **Workflow Management** (23%), **Figma** (22%), **Artificial Intelligence** (19%), **Graphic Design** (19%), and **Project Management** (19%).

For students in the San Mateo County Community College District, an Associate's Degree in Art History offers immediate entry into local museum work, gallery prep, and civic cultural roles. However, continuing education to earn a Bachelor's Degree dramatically expands professional pathways. It shifts career opportunities from physical exhibit execution to digital design strategy, unlocks access to major Silicon Valley technology and corporate employers, and increases earning potential by nearly threefold.