

English
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
27-3023	News Analysts, Reporters, and Journalists
27-3041	Editors
27-3043	Writers and Authors
27-2012	Producers and Directors

Code	Description
27-3031	Public Relations Specialists
43-9081	Proofreaders and Copy Markers
27-3042	Technical Writers

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

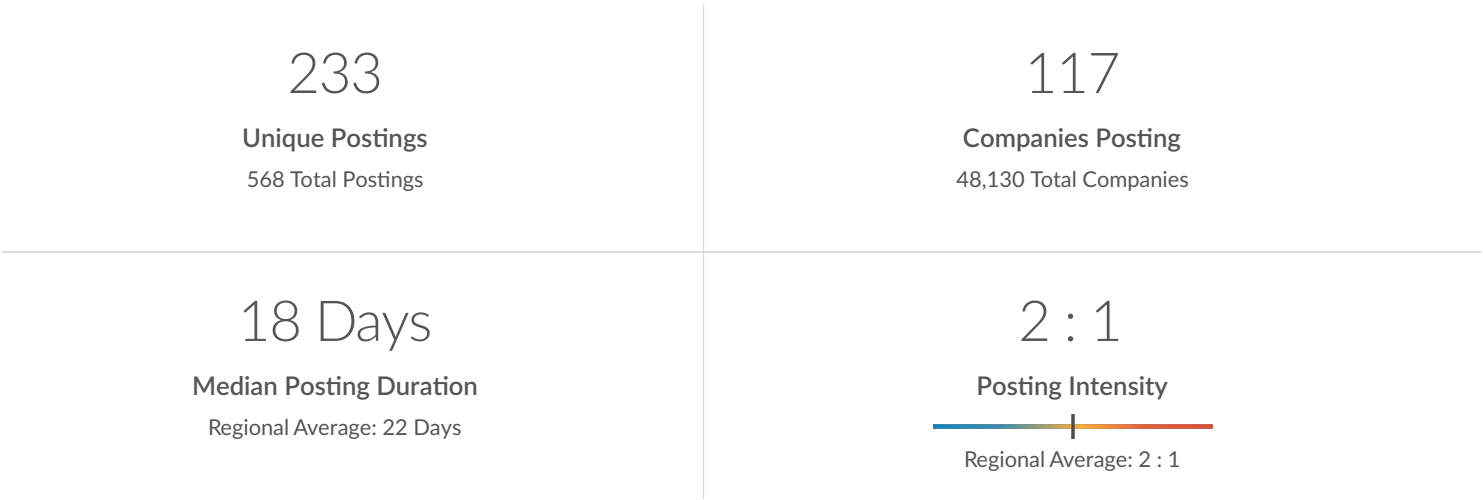
Description
Associate's degree

Job Type: Include Internships

Keyword Search:

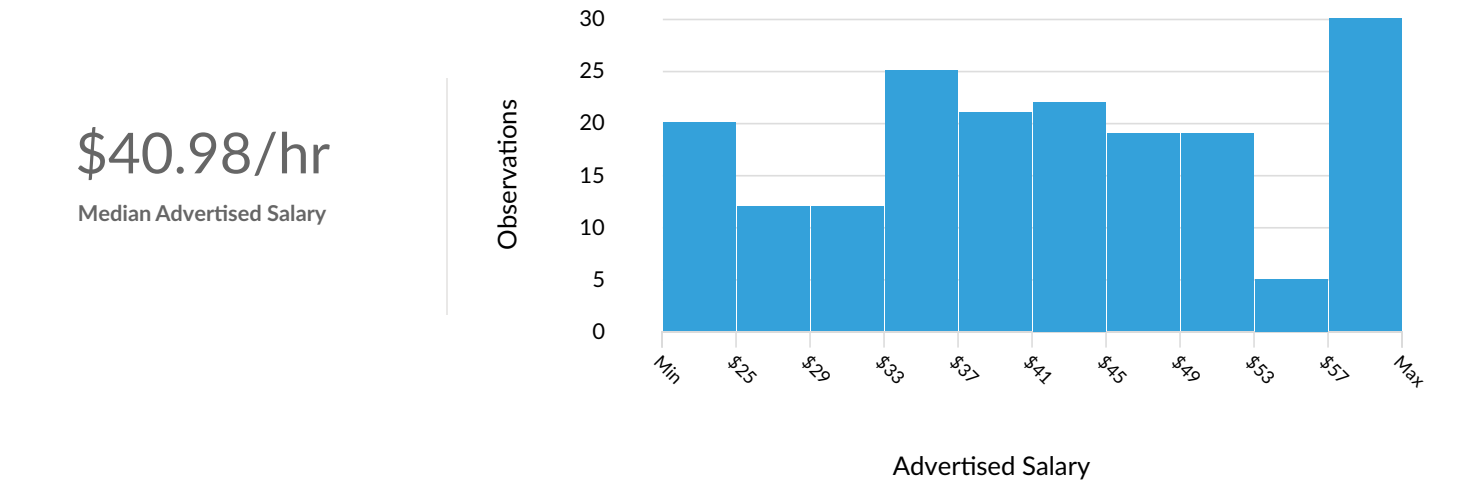
Posting Type: Newly Posted

Job Postings Overview



Advertised Salary

There are 185 advertised salary observations (79% of the 233 matching postings).

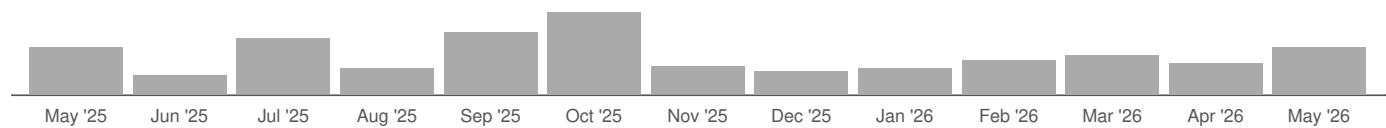


Advertised Salary Trend

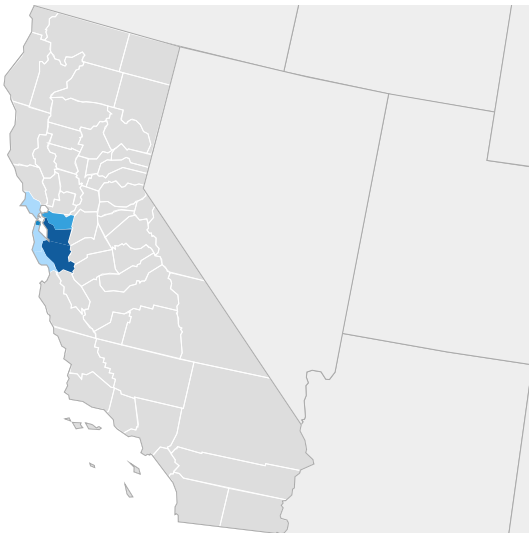
▼18.4% May 2025 - May 2026
\$40.98 Median



185 Job Postings

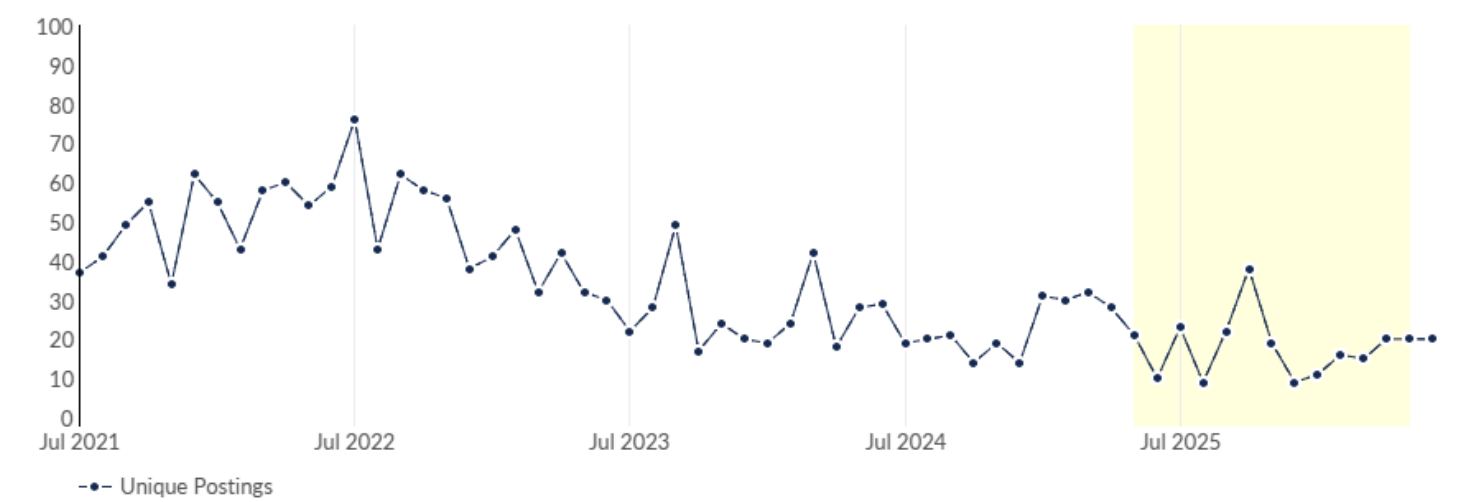


Job Postings Regional Breakdown



County	Unique Postings (May 2025 - May 2026)
Santa Clara County, CA	76
Alameda County, CA	65
San Francisco County, CA	48
Contra Costa County, CA	30
San Mateo County, CA	9

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2026	20	2 : 1
May 2026	20	2 : 1
Apr 2026	20	2 : 1
Mar 2026	15	3 : 1
Feb 2026	16	2 : 1
Jan 2026	11	2 : 1
Dec 2025	9	2 : 1
Nov 2025	19	2 : 1
Oct 2025	38	5 : 1
Sep 2025	22	2 : 1
Aug 2025	9	2 : 1
Jul 2025	23	2 : 1
Jun 2025	10	2 : 1
May 2025	21	2 : 1
Apr 2025	28	2 : 1
Mar 2025	32	3 : 1
Feb 2025	30	2 : 1
Jan 2025	31	2 : 1
Dec 2024	14	3 : 1
Nov 2024	19	3 : 1

Oct 2024	14	3 : 1
Sep 2024	21	2 : 1
Aug 2024	20	2 : 1
Jul 2024	19	2 : 1
Jun 2024	29	2 : 1
May 2024	28	2 : 1
Apr 2024	18	2 : 1
Mar 2024	42	2 : 1
Feb 2024	24	2 : 1
Jan 2024	19	2 : 1
Dec 2023	20	3 : 1
Nov 2023	24	3 : 1
Oct 2023	17	3 : 1
Sep 2023	49	2 : 1
Aug 2023	28	3 : 1
Jul 2023	22	2 : 1
Jun 2023	30	2 : 1
May 2023	32	2 : 1
Apr 2023	42	2 : 1
Mar 2023	32	2 : 1
Feb 2023	48	2 : 1
Jan 2023	41	3 : 1
Dec 2022	38	2 : 1
Nov 2022	56	3 : 1
Oct 2022	58	3 : 1
Sep 2022	62	3 : 1
Aug 2022	43	3 : 1
Jul 2022	76	3 : 1
Jun 2022	59	2 : 1
May 2022	54	3 : 1
Apr 2022	60	3 : 1

Mar 2022	58	3 : 1
Feb 2022	43	2 : 1
Jan 2022	55	4 : 1
Dec 2021	62	4 : 1
Nov 2021	34	5 : 1
Oct 2021	55	7 : 1
Sep 2021	49	4 : 1
Aug 2021	41	4 : 1
Jul 2021	37	5 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	0	0%
High school or GED	159	68%
Associate's degree	87	37%
Bachelor's degree	138	59%
Master's degree	7	3%
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	159	0	68%
Associate's degree	74	5	32%
Bachelor's degree	0	131	0%
Master's degree	0	7	0%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	95	41%
0 - 1 Years	21	9%
2 - 3 Years	80	34%
4 - 6 Years	27	12%
7 - 9 Years	4	2%
10+ Years	6	3%

Top Companies Posting

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Accenture	23 / 13	2 : 1 	22 days
Fox News Network	19 / 11	2 : 1 	30 days
Stanford University	23 / 9	3 : 1 	13 days
ZOLL Medical Corporation	6 / 6	1 : 1 	19 days
Fox	5 / 5	1 : 1 	29 days
Hitachi	15 / 5	3 : 1 	46 days
Roussos Construction	12 / 5	2 : 1 	7 days
Amazon	133 / 4	33 : 1 	23 days
Kelly Services	8 / 4	2 : 1 	12 days
Stanford Health Care	8 / 4	2 : 1 	9 days

Top Cities Posting

City	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
San Francisco, CA	88 / 48	2 : 1 	15 days
Oakland, CA	57 / 38	2 : 1 	27 days
Palo Alto, CA	23 / 15	2 : 1 	19 days
San Jose, CA	30 / 15	2 : 1 	16 days
Sunnyvale, CA	149 / 15	10 : 1 	19 days
Walnut Creek, CA	32 / 12	3 : 1 	20 days
Mountain View, CA	12 / 8	2 : 1 	22 days
Santa Clara, CA	17 / 8	2 : 1 	14 days
Stanford, CA	21 / 7	3 : 1 	19 days
Berkeley, CA	14 / 6	2 : 1 	8 days

Top Posted Occupations

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Producers and Directors	111 / 62	2 : 1 	19 days
Technical Writers	131 / 54	2 : 1 	19 days
Public Relations Specialists	86 / 40	2 : 1 	17 days
Writers and Authors	148 / 24	6 : 1 	18 days
News Analysts, Reporters, and Journalists	28 / 23	1 : 1 	30 days
Editors	40 / 19	2 : 1 	14 days
Proofreaders and Copy Markers	24 / 11	2 : 1 	12 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Technical Writers	131 / 54	2 : 1 	19 days
Producers and Directors	83 / 47	2 : 1 	32 days
Public Relations Specialists	86 / 40	2 : 1 	17 days
Writers and Authors	148 / 24	6 : 1 	18 days
News Analysts, Reporters, and Journalists	28 / 23	1 : 1 	30 days
Editors	40 / 19	2 : 1 	14 days
Proofreaders and Copy Markers	24 / 11	2 : 1 	12 days
Talent Directors	18 / 8	2 : 1 	7 days
Media Programming Directors	10 / 7	1 : 1 	17 days

Top Posted Occupations

Occupation	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Technical Writer	131 / 54	2 : 1 	19 days
Producer	76 / 43	2 : 1 	32 days
Communications / Public Relations Specialist	86 / 40	2 : 1 	17 days
Reporter	28 / 23	1 : 1 	30 days
Editor	37 / 17	2 : 1 	14 days
Media / Talent Director	28 / 15	2 : 1 	7 days
Writer	133 / 15	9 : 1 	14 days
Proofreader	24 / 11	2 : 1 	12 days
Digital Content Producer / Manager	13 / 8	2 : 1 	13 days
Stage Manager	7 / 4	2 : 1 	n/a
Copywriter	5 / 3	2 : 1 	20 days

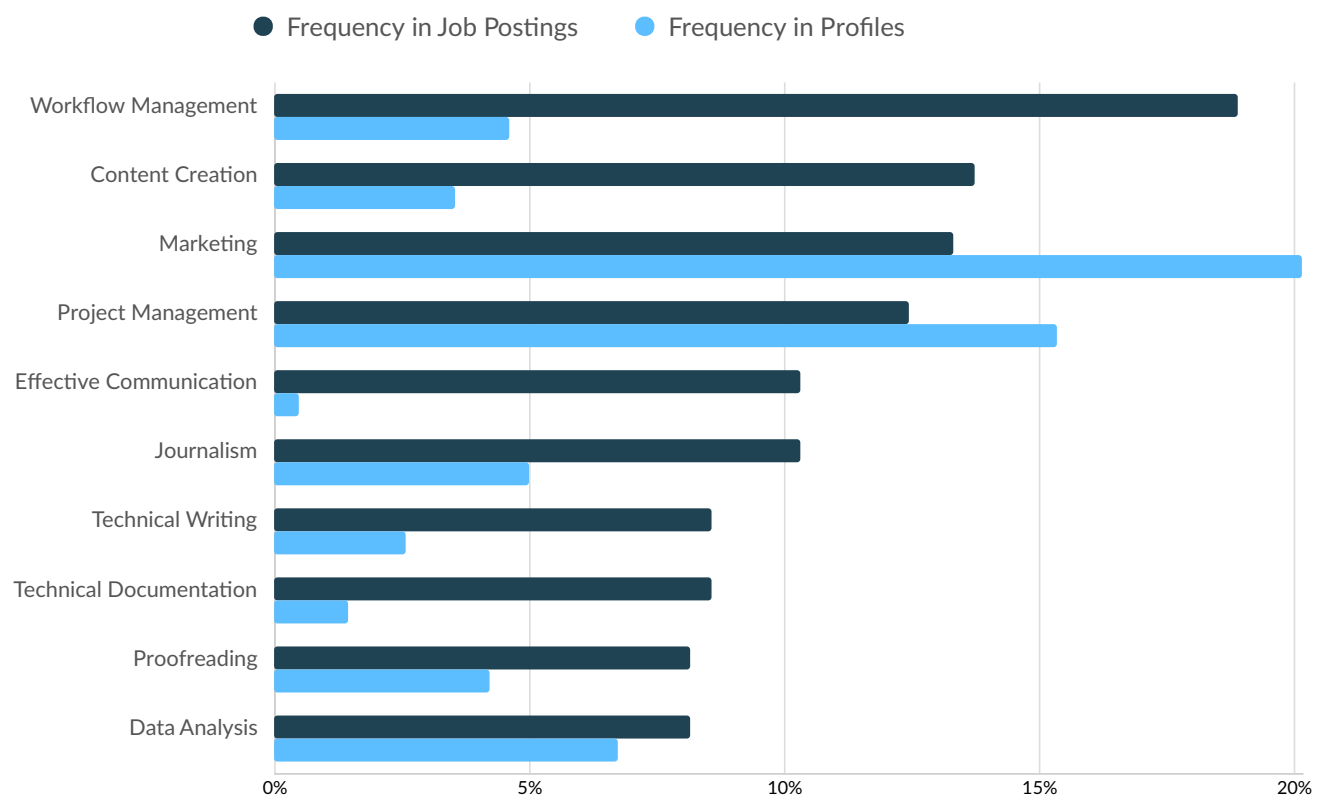
Top Posted Job Titles

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Technical Writers	24 / 16	2 : 1 	23 days
Production Managers	16 / 10	2 : 1 	23 days
News Reporters	9 / 7	1 : 1 	29 days
Multi-Platform Producers	8 / 7	1 : 1 	32 days
Newscast Directors	10 / 7	1 : 1 	17 days
Reporting Analysts	6 / 6	1 : 1 	19 days
Reporting Interns	9 / 6	2 : 1 	27 days
Epic Clarity Report Writers	8 / 5	2 : 1 	28 days
Editorial Assistants	9 / 5	2 : 1 	10 days
Specification Writers	14 / 5	3 : 1 	4 days

Top Industries

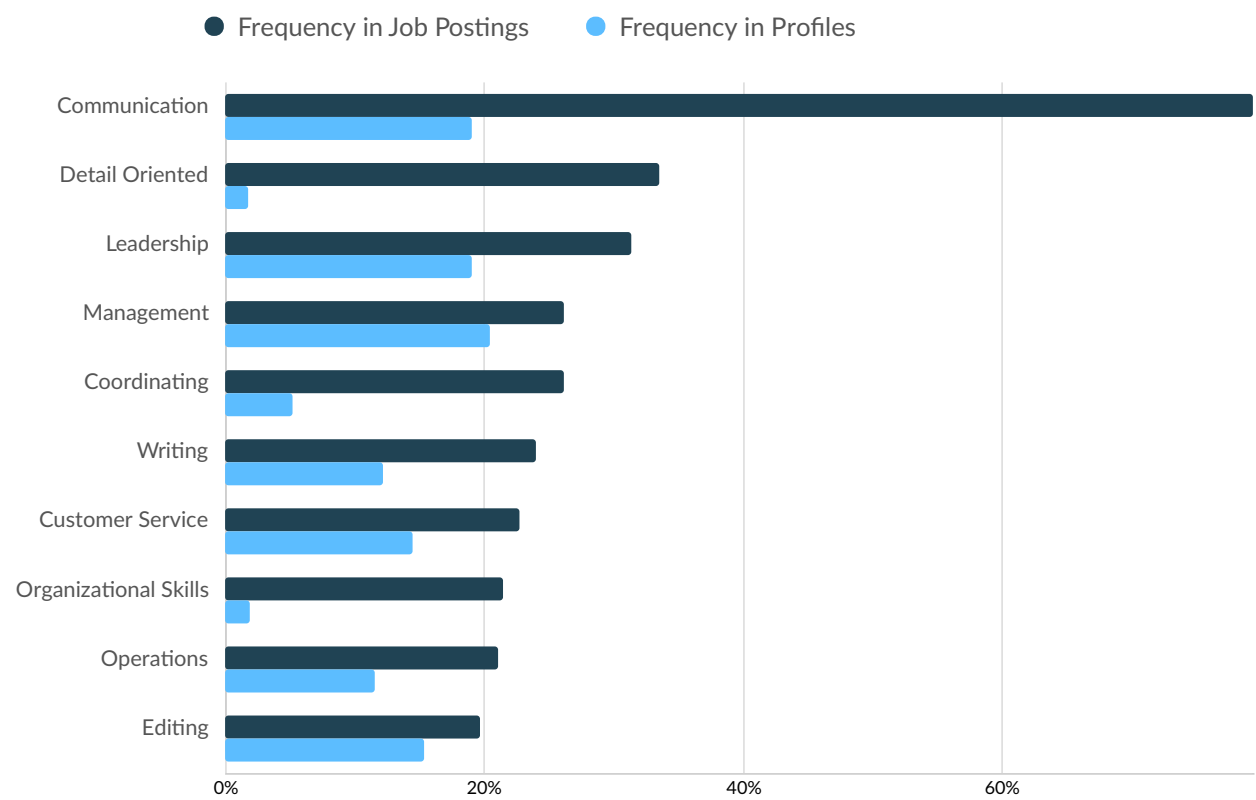
	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Television Broadcasting Stations	27 / 19	1 : 1 	30 days
Employment Placement Agencies	28 / 19	1 : 1 	15 days
Computer Systems Design Services	28 / 14	2 : 1 	16 days
Colleges, Universities, and Professional Schools	36 / 13	3 : 1 	28 days
General Medical and Surgical Hospitals	16 / 9	2 : 1 	10 days
Temporary Help Services	11 / 8	1 : 1 	18 days
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	6 / 6	1 : 1 	19 days
All Other Specialty Trade Contractors	12 / 5	2 : 1 	7 days
All Other Miscellaneous Electrical Equipment and Component Manufacturing	15 / 5	3 : 1 	46 days
Offices of Certified Public Accountants	8 / 5	2 : 1 	5 days

Top Specialized Skills



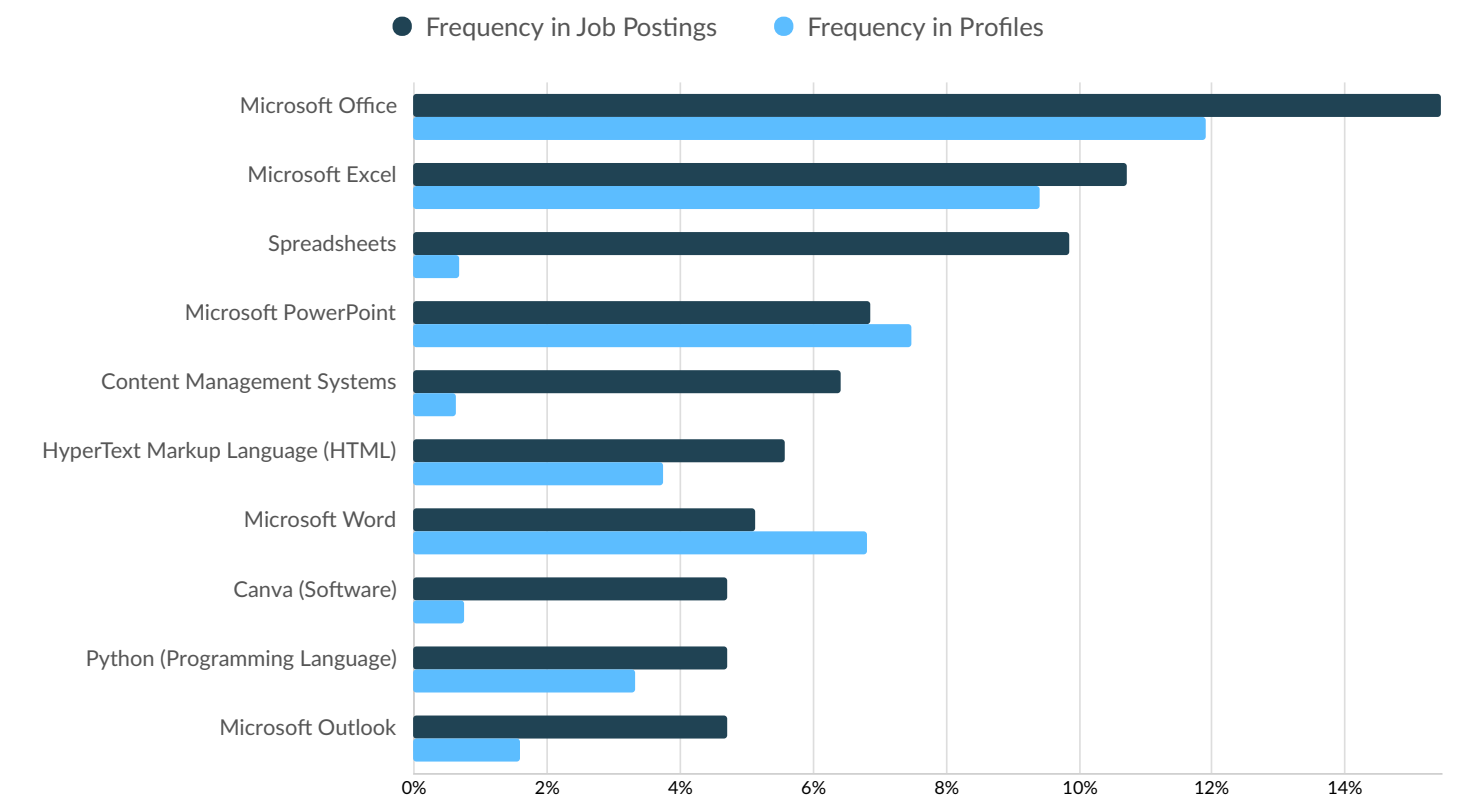
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Workflow Management	44	19%	5,421	5%	+16.4%	Growing
Content Creation	32	14%	4,169	4%	+8.7%	Stable
Marketing	31	13%	23,754	20%	+21.1%	Rapidly Growing
Project Management	29	12%	18,091	15%	+19.4%	Rapidly Growing
Effective Communication	24	10%	586	0%	+14.7%	Growing
Journalism	24	10%	5,888	5%	+10.1%	Growing
Technical Writing	20	9%	3,053	3%	+11.4%	Growing
Technical Documentation	20	9%	1,713	1%	+12.5%	Growing
Proofreading	19	8%	4,969	4%	+16.2%	Growing
Data Analysis	19	8%	7,941	7%	+19.9%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	185	79%	22,524	19%	+8.5%	Stable
Detail Oriented	78	33%	2,125	2%	+8.2%	Stable
Leadership	73	31%	22,449	19%	+9.5%	Growing
Management	61	26%	24,073	20%	+5.7%	Stable
Coordinating	61	26%	6,134	5%	+12.8%	Growing
Writing	56	24%	14,446	12%	+9.7%	Growing
Customer Service	53	23%	17,129	15%	+5.0%	Stable
Organizational Skills	50	21%	2,282	2%	+13.3%	Growing
Operations	49	21%	13,564	12%	+8.8%	Stable
Editing	46	20%	18,083	15%	+15.7%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	36	15%	14,056	12%	+16.9%	Growing
Microsoft Excel	25	11%	11,114	9%	+14.8%	Growing
Spreadsheets	23	10%	814	1%	+15.6%	Growing
Microsoft PowerPoint	16	7%	8,833	7%	+19.9%	Rapidly Growing
Content Management Systems	15	6%	763	1%	+4.1%	Stable
HyperText Markup Language (HTML)	13	6%	4,428	4%	+5.3%	Stable
Microsoft Word	12	5%	8,034	7%	+6.8%	Stable
Canva (Software)	11	5%	890	1%	+23.3%	Rapidly Growing
Python (Programming Language)	11	5%	3,924	3%	+20.2%	Rapidly Growing
Microsoft Outlook	11	5%	1,880	2%	+22.2%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Valid Driver's License	20
LEED Accredited Professional (AP)	5
Architecture License	5
Certified Dental Technician	5
Security Clearance	4
Epic EMR Certification	3
Certified Coding Specialist (CCS)	3
Emergency Medical Technician (EMT)	2
Top Secret Clearance	2
Project Management Professional Certification	2

Top Advertised Benefits

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Retirement and Savings	189 / 97	2 : 1 	19 days
Paid Leave	129 / 74	2 : 1 	23 days
Insurance	129 / 64	2 : 1 	16 days
Education and Career Development	119 / 54	2 : 1 	17 days
Health and Wellness Benefits	70 / 38	2 : 1 	20 days
Work-Life Balance	48 / 21	2 : 1 	18 days
Supplemental Pay	32 / 12	3 : 1 	30 days
Other Benefits	23 / 11	2 : 1 	16 days

Appendix A

Top Posting Sources

Website	Postings on Website (May 2025 - May 2026)
simplyhired.com	101
indeed.com	67
diversityjobs.com	35
dejobs.org	20
myworkdayjobs.com	20
glassdoor.com	19
governmentjobs.com	10
oraclecloud.com	9
dice.com	8
foxcareers.com	8
hercjobs.org	7
stanford.edu	6
ecslimited.com	5
disabledperson.com	4
jobmonkeyjobs.com	4
disneycareers.com	3
edjoin.org	3
lever.co	3
mykelly.com	3
retirementjobs.com	3
smartrecruiters.com	3
aquent.com	2
bio-rad.com	2
careerarc.com	2
careersingovernment.com	2

Appendix B

Sample Postings

Labeling Coordinators — Stryker in Fremont, CA (Jan 2026 - Feb 2026)

Coordinator, Labeling and Technical Publications	
Link to Live Job Posting: Posting is no longer active	
Location: Fremont, CA	O*NET: 27-3042.00
Company: Stryker	Job Title: Labeling Coordinators
Coordinator, Labeling and Technical Publications 3.8 3.8 out of 5 stars Why join Stryker? Looking for a place that values your unique talents? Discover Stryker's award-winning culture. We are proud to offer you our total rewards package which includes bonuses, healthcare, insurance benefits, retirement programs, wellness programs, as well as service and performance awards•not to mention various social and recreational activities, all of which are location specific. Job description We are excited to be named one of the World's Best Workplaces by Fortune Magazine! We are proud to offer you 12 paid holidays annually. For an overview of our benefits and time off, please follow this link to learn more: US Stryker employee benefits. Shift: Monday•Friday, 8:00 AM•5:00 PM Location : 47900 Bayside Pkwy, Fremont, CA Summary: The Labeling and Technical Publications Coordinator is responsible for compiling, maintaining, and reviewing technical documentation, including blueprints, drawings, change orders, and specifications, ensuring accuracy and compliance with GMP and QSR standards. The Coordinator manages both digital and hardcopy document control systems, resolves discrepancies, and verifies that labeling changes are supported by data and consistent with applications. What You Will Do: Support setup of labeling for design changes using the Stryker Neurovascular labeling system and software tools (GLS/Prisym, Adobe Products, Microsoft Office, etc.). Assist with labeling verification procedures and collaborate with Operations to implement labeling in production. Research and document product, service, technology, and test method information clearly and logically for maximum reader comprehension. Uphold the Quality Policy by maintaining compliance with all quality requirements and supporting process improvements for easier compliance. Deliver high-quality technical documentation (SOPs, Work Instructions, technical literature, engineering work products) that is accurate, consistent in style, and appropriate for the intended audience. Review and ensure accuracy of other technical publications, maintaining strong attention to detail and zero documentation escapes. Participate in problem-solving initiatives to address technical issues and document resolutions within the quality system. Support updates to departmental and quality system SOPs, Work Instructions, forms, and templates with graphical content, and provide input for training and communication materials. What You Need: Required: High school diploma 2+ years of relevant experience	

high school diploma 2+ years of relevant experience

Preferred:

Associate or Bachelor's degree \$27.67/hr. • \$34.82/hr., plus bonus eligible + benefits. Individual pay is based on skills, experience, and other relevant factors.

Posted :

January 7, 2026 Pay rate will not be below any applicable local minimum wage rates.

Health benefits include:

Medical and prescription drug insurance, dental insurance, vision insurance, critical illness insurance, accident insurance, hospital indemnity insurance, personalized healthcare support, wellbeing program and tobacco cessation program.

Financial benefits include:

Health Savings Account (HSA), Flexible Spending Accounts (FSAs), 401(k) plan, Employee Stock Purchase Plan (ESPP), basic life and AD&D insurance, and short-term disability insurance. Stryker offers innovative products and services in MedSurg, Neurotechnology, Orthopaedics and Spine that help improve patient and healthcare outcomes. Alongside its customers around the world, Stryker impacts more than 150 million patients annually. Depending on customer requirements employees and new hires in sales and field roles that require access to customer accounts as a function of the job may be required to obtain various vaccinations as an essential function of their role.

Assistant Manager (Rheem Theatre)	
Link to Live Job Posting: Posting is no longer active	
Location: Moraga, CA	O*NET: 27-2012.00
Company: Chino Promenade lli	Job Title: Assistant Theater Managers
Description: Classification: PART-TIME VARIABLE, NON-EXEMPT Salary Level: \$20.00 PER HOUR Reports to: Theater General Manager Great with People? Eager to apply your skills to management? Assistant Manager at Rheem Theatre may be exactly what you are looking for. If you have management experience (in theater, service, or retail), are professional, trustworthy, and able to work with a diverse group of people, read on. Primary responsibility of the Assistant Manager is to assist the General Manager in overseeing the daily operations of guest services, facility management, and employee coaching and encouraging. Requirements: Essential Functions Ensures that each guest receives outstanding guest service by providing a guest-friendly environment. Performs as well as supervises duties of all areas; Concession, Box Office, Kitchen and Usher. Recommends recruits, trains, develops, and assesses performance outcomes of floor staff on a regular basis. Supports daily goals, tasks and assignments. Answers customer questions and courteously resolves complaints. Daily inventory count and cash-out registers at end of shift. Keeps the theater clean and orderly. Watches for safety or security issues (trip hazards, lighting, suspicious persons, etc.). Pours alcoholic beverages to Customers and complies with state liquor laws and Cinema West policies. Performs other duties as assigned by General Manager. Requirements Available to work evening hours, weekends, and holidays. Requires regular and consistent attendance. Ability to communicate with all ages, genders, and personalities. Ability to effectively and regularly converse in and comprehend in English. Ability to stand for extended periods of time and to be able to move quickly to meet peak demand before & after show times. Requires the ability to occasionally lift and clean food preparation and soft drink equipment. Competencies Problem Solving/Analysis. Leadership. Teamwork Oriented. Customer/Client Focus. Initiative. Time Management. Communication Proficiency. Technical Capacity. Supervisory Responsibility Work Environment This job operates in a movie theater environment, sometimes in theaters with limited lighting, with guests coming and going, and peak rush times. The pace can be fast, but must always be welcoming. We serve others! This position is very active and requires standing, walking, bending, kneeling, stooping, crouching, crawling, climbing, and lifting all day, Required Education and Experience High school diploma, some college course work preferred 1 year customer service experience 1 year employee supervisory experience Work Authorization/Security Clearance In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire. EEO Statement No employee or applicant for employment will be discriminated against because of race, color, gender, age, religious preference, handicap, national origin, sexual orientation or marital status. Apply	

Bilingual Community Liaison / Spanish - EL/Supplemental (QSS# 4623)	
Link to Live Job Posting: Posting is no longer active	
Location: Santa Clara, CA	O*NET: 27-3031.00
Company: Edjoin.Org	Job Title: Community Liaisons
Bilingual Community Liaison / Spanish - EL/Supplemental (QSS# 4623) at Santa Clara Unified School District Print Application Deadline 5/19/2026 5:00 PM Pacific Date Posted 5/12/2026 Contact Maribel Caser Lopez 408-423-2298 Number of Openings 1 Salary Pay Range \$37.86 - \$48.32 Per Hour Add'l Salary Info Benefits may include dental, vision, medical, paid holidays, paid vacation Length of Work Year 7.5 hours per day, 5 days per week, 185 days/10 months per year, work hours 8:00 am to 4:30 pm Employment Type Full Time Location: EL/Supplemental Effective Hire Date: August 8, 2026 Salary Grade: 21 About the Employer Welcome to Santa Clara Unified School District! Thank you for your interest in Santa Clara Unified School District. Our employees work together to support graduates who are resilient, future-ready, lifelong learners who think critically, solve problems collaboratively, and are prepared to thrive in a global society. SCUSD's Adult Portrait embodies eight elements that support our students: • World-Leading Professional • Student-Centered Lifelong Learner • Creative and Critical Thinker • Adaptive Forward Thinker • The Caring Adult • Inclusivity Champion • Equity Advocate • Empowering Collaborator If you have the skills to support this vision, we invite you to apply to join our team. Santa Clara Unified School District serves over 15,000 TK-12 students, in addition to students in Preschool through Adult School. Neighborhoods in the Cities of Santa Clara, Sunnyvale, San Jose, and Cupertino comprise the District's 56 square-mile area. Santa Clara Unified prides itself on having teachers, classified employees, and administrators who are dedicated, experienced professionals who care about each student's well-being and academic preparation. NONDISCRIMINATION STATEMENT Santa Clara Unified School District does not discriminate on the basis of race, color, national origin, sex (including sexual orientation, gender identity, or gender expression), mental or physical disability, age, religion, height, weight, marital or family status, military status, ancestry, genetic information, or any other legally protected characteristic. The Title IX Coordinator is Stacy Joslin, 1889 Lawrence Road, Santa Clara, CA 95051 View Job Description Requirements / Qualifications This position requires the candidate to have completed at least two years of study at an institution of higher education OR the ability to demonstrate, through a formal local academic assessment, knowledge of and the ability to assist in instructing reading, writing and mathematics (or readiness in those subjects, as appropriate). Testing TBD. Under the direction of the Director of Special Projects and Special Projects Classified Manager, serve as a resource to and liaison between school personnel and English Learner (EL) students, parents/guardians/community members regarding the educational system. Provide oral and	

written translations to ensure students/families have full access to the educational system. Hearing and speaking ability to exchange information in a designated second language and in English, standing for extended periods of time, bending at the waist and kneeling or crouching to lift testing materials, and seeing to read testing, curricular, and parent involvement materials. Spanish preferred.

Qualifications:

Any combination equivalent to: graduation from high school with some college courses or practical experience in public relations and/or community school work and previous experience in working with community agencies. Valid California Driver's license ESEA (NCLB) highly qualified as defined by the U.S Department of Education. Hearing and speaking ability to exchange information in a designated second language and in English. Translation and Interpretation certification preferred.

Requirements / Qualifications

This position requires the candidate to have completed at least two years of study at an institution of higher education OR the ability to demonstrate, through a formal local academic assessment, knowledge of and the ability to assist in instructing reading, writing and mathematics (or readiness in those subjects, as appropriate). Testing TBD. Under the direction of the Director of Special Projects and Special Projects Classified Manager, serve as a resource to and liaison between school personnel and English Learner (EL) students, parents/guardians/community members regarding the educational system. Provide oral and written translations to ensure students/families have full access to the educational system. Hearing and speaking ability to exchange information in a designated second language and in English, standing for extended periods of time, bending at the waist and kneeling or crouching to lift testing materials, and seeing to read testing, curricular, and parent involvement materials. Spanish preferred.

Qualifications:

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ADD TO WISHLIST VIEW JOB WISHLIST APPLY

(Current Employees ONLY)

APPLY QUICK

APPLY

Production Managers — CRH plc in Morgan Hill, CA (Apr 2026 - Apr 2026)

Production Manager	
Link to Live Job Posting: Posting is no longer active	
Location: Morgan Hill, CA	O*NET: 27-2012.00
Company: CRH plc	Job Title: Production Managers
Production Manager CRH 5 () Morgan Hill, CA on company site for later Why you should apply for a job to CRH : 5/5 in overall job satisfaction 5/5 in supportive management 100% say women are treated fairly and equally to men 100% would recommend this company to other women 100% say the CEO supports gender diversity Ratings are based on anonymous reviews by Fairygodboss members. See all reviews Your Time Away - CRH recognizes the importance of time away from work and we provide Paid Time Off to enjoy through the year. CRH provides flexible work policies that vary across the different locations to best suit the employee and needs of the business. At CRH, you get the benefit of working for a large global company with the feel of a small company and opportunities to make an impact. # 522850-en_US Position summary or staff and all employees by promoting and modeling an Employee Driven, Hazard Controlled environment. Advise the local business concerning long-term-strategic direction. Manage and coordinate the production plan (daily/weekly) to meet delivery schedules and budgeted cost/efficiency expectations. Drive continuous improvement initiatives through appropriate channels in the operation. Manage the coordination and execution of predictive/preventative maintenance plans through the maintenance management system for the facility, ensure asset reliability meets or exceeds performance expectations. Holds self and staff directly accountable for adherence to standards, policies & regulations for the safe, environmentally compliant production of a quality precast concrete product. Ensures training plans for production and maintenance staff and self are in place and followed, promoting key aspects of the overall succession plan process. Assume plant manager responsibilities as needed. Job Location This is an onsite position located in Morgan Hill, CA. Job Responsibilities Responsible for the implementation and maintaining of safety & continuous flow production methods with plant manager Responsible to actively seek out, find, and implement process improvements; to include improvements on RM cost reduction, asset utilization, team balancing, matching team strategy to situation Responsible for continuous improvement of leadership; asses team dynamics, prepare for change, promote & develop team pipeline with plant manager Responsible for final sign off with scheduler on daily/weekly production schedule Establishes formal and informal communications for staff and employees (e.g. morning safety huddle, mid-day meeting, maintenance planning, operations & sales & engineering) Ensures proper training of employees with leads and systematic trainer to advance the business Responsible for plant layout, ensuring optimal safety and efficiency Utilize Inventory Management Process (Production-Purchasing Report) to ensure finished goods inventory meets TWC targets for the business Ensures monthly OSHA compliance training is conducted according to schedule requirements with EH&S Tech and EH&S Area manager Ensures safety committee is actively engaged in promoting awareness for safety programs/initiatives and driving improvement towards a Employee Driven, Hazard Controlled environment Responsible for overall preventative/predictive maintenance program for the facility with maintenance manager Maintain thorough knowledge of precast processes and equipment, have workable knowledge of industry technological developments and best practices Other duties as assigned Job Requirements Minimum High School Diploma (or equivalent) with 3+ years leadership experience in an industrial environment leading multiple departments Associates' degree in Business, Manufacturing, Engineering Technology, Production or related field or Bachelors' degree preferred 5+ years' demonstrated manufacturing supervisory experience Or any equivalent combination of experience and training that demonstrates the ability to perform the key responsibilities of this position Demonstrated ability to effectively plan and allocate resources Strong written and oral communication skills across all levels of the organization Proven track record of developing, implementing and utilizing process and procedures Demonstrated ability to coordinate resources to meet internal business objectives and customer expectations Thorough knowledge of effective and efficient production and manufacturing methods Thorough knowledge of company product, policies and procedures Strong interpersonal, organizational, and project management skills Demonstrated successful application of managerial and supervisory skills Demonstrated skills or knowledge of budgeting and financial analysis skills Demonstrated	

problem solving skills and dealing with ambiguity Strong analytical and mathematical ability Ability to operate a computer and supporting software packages Ability to work on multiple projects simultaneously Ability to effectively implement change Ability to facilitate meetings and lead teams Ability to effectively manage conflict Industrial Plant environment Frequent Walking/Standing (6+ hrs/day) Frequent lifting (up to 10 lbs) Infrequent lifting (up to 25 lbs) Max lift (up to 40 lbs) Frequent climbing of ladders Compensation Target Salary is \$85,000.00 to \$95,000.00 Yearly bonus of 10% 401(k) plan / group retirement savings program Short-term and long-term disability benefits Life insurance Health, dental, and vision insurance Paid time off Paid holidays What CRH Offers You Highly competitive base pay Comprehensive medical, dental and disability benefits programs Group retirement savings program Health and wellness programs An inclusive culture that values opportunity for growth, development, and internal promotion About CRH CRH has a long and proud heritage. We are a collection of hundreds of family businesses, regional companies and large enterprises that together form the CRH family. CRH operates in a decentralized, diversified structure that allows you to work in a small company environment while having the career opportunities of a large international organization. If you're up for a rewarding challenge, we invite you to take the first step and apply today! Once you click apply now, you will be brought to our official employment application. Please complete your online profile and it will be sent to the hiring manager. Our system allows you to view and track your status 24 hours a day. Thank you for your interest! Oldcastle Infrastructure, a CRH Company, is an Affirmative Action and Equal Opportunity Employer. EOE/Vet/Disability CRH is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, status as a protected veteran or any other characteristic protected under applicable federal, state, or local law. AI tools may be used in certain stages of the employment lifecycle, such as candidate review; however, all final employment decisions will be made by a person. Why you should apply for a job to

CRH :

5/5 in overall job satisfaction 5/5 in supportive management 100% say women are treated fairly and equally to men 100% would recommend this company to other women 100% say the CEO supports gender diversity Ratings are based on anonymous reviews by Fairygodboss members. See all reviews Your Time Away - CRH recognizes the importance of time away from work and we provide Paid Time Off to enjoy through the year. CRH provides flexible work policies that vary across the different locations to best suit the employee and needs of the business. At CRH, you get the benefit of working for a large global company with the feel of a small company and opportunities to make an impact.

Production Managers — Oldcastle APG in Morgan Hill, CA (Apr 2026 - May 2026)

Production Manager

Link to Live Job Posting: Posting is no longer active

Location: Morgan Hill, CA

O*NET: 27-2012.00

Company: Oldcastle APG

Job Title: Production Managers

Job ID:

522850 Exempt Oldcastle Infrastructure™, a CRH company, is the leading provider of utility infrastructure solutions for the water, energy, and communications markets throughout North America. We're more than just a manufacturer of precast concrete, polymer concrete, or plastic products. We're a trusted and strategic partner to engineers, contractors, distributors, specifiers, and more. With our network of more than 80 manufacturing facilities and more than 4,000 employees, we're leading the industry with innovation and a safety-first mindset. Oldcastle Infrastructure - Built For Life from Oldcastle Infrastructure on Vimeo. Job Summary The Production Manager is responsible for providing leadership and direction for overall production and maintenance operations in accordance with the vision and values of the corporation. Fosters a "Culture of Safety" for staff and all employees by promoting and modeling an Employee Driven, Hazard Controlled environment. Advise the local business concerning long-term-strategic direction. Manage and coordinate the production plan (daily/weekly) to meet delivery schedules and budgeted cost/efficiency expectations. Drive continuous improvement initiatives through appropriate channels in the operation. Manage the coordination and execution of predictive/preventative maintenance plans through the maintenance management system for the facility, ensure asset reliability meets or exceeds performance expectations. Holds self and staff directly accountable for adherence to standards, policies & regulations for the safe, environmentally compliant production of a quality precast concrete product. Ensures training plans for production and maintenance staff and self are in place and followed, promoting key aspects of the overall succession plan process. Assume plant manager responsibilities as needed. Job Location This is an onsite position located in Morgan Hill, CA. Job Responsibilities Responsible for the implementation and maintaining of safety & continuous flow production methods with plant manager Responsible to actively seek out, find, and implement process improvements; to include improvements on RM cost reduction, asset utilization, team balancing, matching team strategy to situation Responsible for continuous improvement of leadership; asses team dynamics, prepare for change, promote & develop team pipeline with plant manager Responsible for final sign off with scheduler on daily/weekly production schedule Establishes formal and informal communications for staff and employees (e.g. morning safety huddle, mid-day meeting, maintenance planning, operations & sales & engineering) Ensures proper training of employees with leads and systematic trainer to advance the business Responsible for plant layout, ensuring optimal safety and efficiency Utilize Inventory Management Process (Production-Purchasing Report) to ensure finished goods inventory meets TWC targets for the business Ensures monthly OSHA compliance training is conducted according to schedule requirements with EH&S Tech and EH&S Area manager Ensures safety committee is actively engaged in promoting awareness for safety programs/initiatives and driving improvement towards a Employee Driven, Hazard Controlled environment Responsible for overall preventative/predictive maintenance program for the facility with maintenance manager Maintain thorough knowledge of precast processes and equipment, have workable knowledge of industry technological developments and best practices Other duties as assigned Job Requirements Minimum High School Diploma (or equivalent) with 3+ years leadership experience in an industrial environment leading multiple departments Associates' degree in Business, Manufacturing, Engineering Technology, Production or related field or Bachelors' degree preferred 5+ years' demonstrated manufacturing supervisory experience Or any equivalent combination of experience and training that demonstrates the ability to perform the key responsibilities of this position Demonstrated ability to effectively plan and allocate resources Strong written and oral communication skills across all levels of the organization Proven track record of developing, implementing and utilizing process and procedures Demonstrated ability to coordinate resources to meet internal business objectives and customer expectations Thorough knowledge of effective and efficient production and manufacturing methods Thorough knowledge of company product, policies and procedures Strong interpersonal, organizational, and project management skills Demonstrated successful application of managerial and supervisory skills Demonstrated skills or knowledge of budgeting and financial analysis skills Demonstrated problem solving

skills and dealing with ambiguity Strong analytical and mathematical ability Ability to operate a computer and supporting software packages Ability to work on multiple projects simultaneously Ability to effectively implement change Ability to facilitate meetings and lead teams Ability to effectively manage conflict Industrial Plant environment Frequent Walking/Standing (6+ hrs/day) Frequent lifting (up to 10 lbs) Infrequent lifting (up to 25 lbs) Max lift (up to 40 lbs) Frequent climbing of ladders Compensation Target Salary is \$85,000.00 to \$95,000.00 Yearly bonus of 10% 401(k) plan / group retirement savings program Short-term and long-term disability benefits Life insurance Health, dental, and vision insurance Paid time off Paid holidays What CRH Offers You Highly competitive base pay Comprehensive medical, dental and disability benefits programs Group retirement savings program Health and wellness programs An inclusive culture that values opportunity for growth, development, and internal promotion About CRH CRH has a long and proud heritage. We are a collection of hundreds of family businesses, regional companies and large enterprises that together form the CRH family. CRH operates in a decentralized, diversified structure that allows you to work in a small company environment while having the career opportunities of a large international organization. If you're up for a rewarding challenge, we invite you to take the first step and apply today! Once you click apply now, you will be brought to our official employment application. Please complete your online profile and it will be sent to the hiring manager. Our system allows you to view and track your status 24 hours a day. Thank you for your interest! Oldcastle Infrastructure, a CRH Company, is an Affirmative Action and Equal Opportunity Employer. EOE/Vet/Disability CRH is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, status as a protected veteran or any other characteristic protected under applicable federal, state, or local law. AI tools may be used in certain stages of the employment lifecycle, such as candidate review; however, all final employment decisions will be made by a person.

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
27-3023	News Analysts, Reporters, and Journalists
27-3041	Editors
27-3043	Writers and Authors
27-2012	Producers and Directors

Code	Description
27-3031	Public Relations Specialists
43-9081	Proofreaders and Copy Markers
27-3042	Technical Writers

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

2,319

Unique Postings
5,342 Total Postings

785

Companies Posting
48,130 Total Companies

22 Days

Median Posting Duration
Regional Average: 22 Days

2 : 1

Posting Intensity
Regional Average: 2 : 1

Advertised Salary

There are 1,721 advertised salary observations (74% of the 2,319 matching postings).

\$51.57/hr

Median Advertised Salary

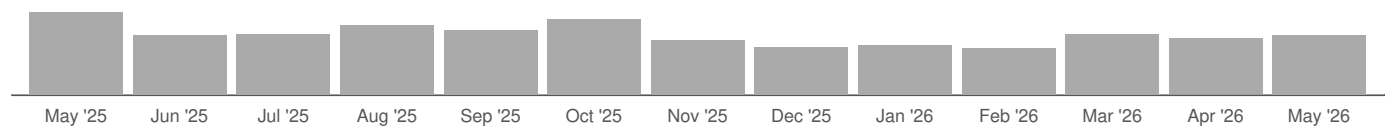


Advertised Salary Trend

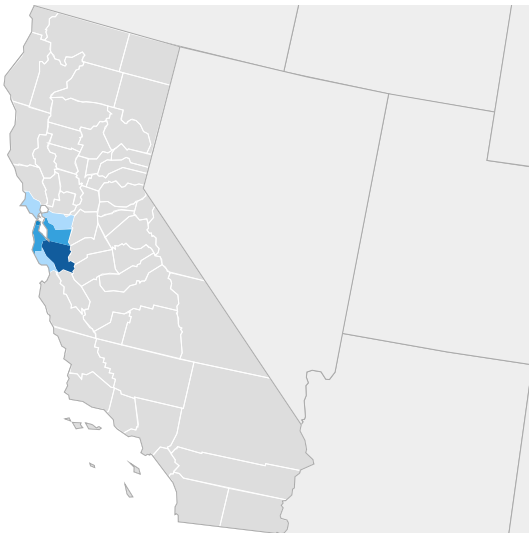
▼ 1.4% May 2025 – May 2026
\$51.57 Median



1,721 Job Postings

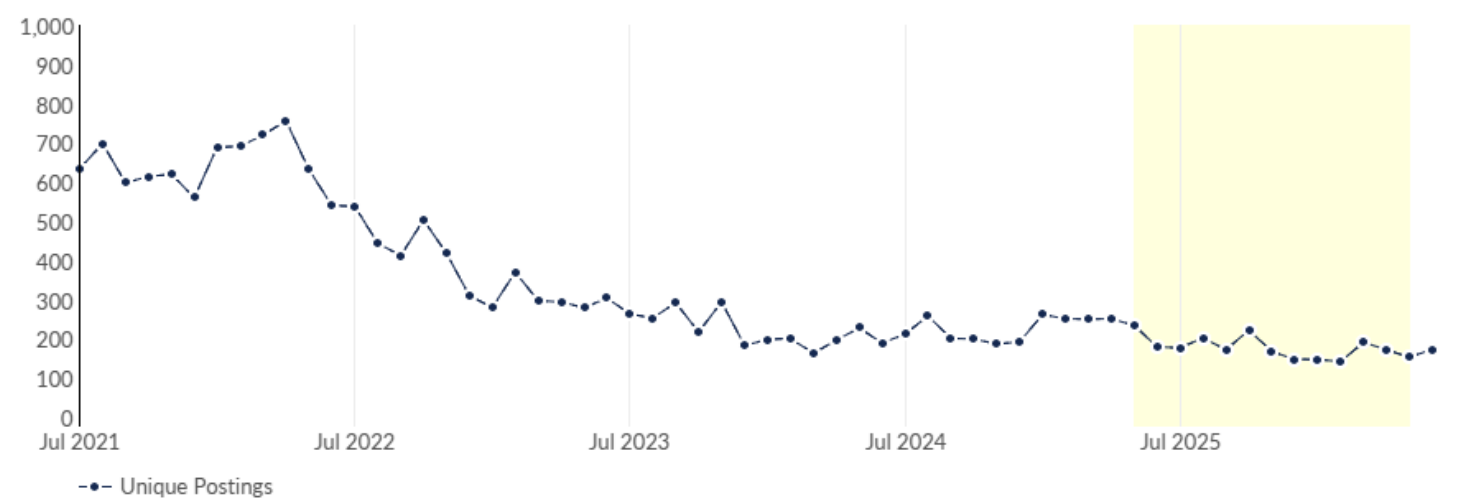


Job Postings Regional Breakdown



County	Unique Postings (May 2025 - May 2026)
Santa Clara County, CA	874
San Francisco County, CA	630
Alameda County, CA	375
San Mateo County, CA	262
Contra Costa County, CA	100

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2026	174	2 : 1
May 2026	154	2 : 1
Apr 2026	173	3 : 1
Mar 2026	192	2 : 1
Feb 2026	143	2 : 1
Jan 2026	148	2 : 1
Dec 2025	149	2 : 1
Nov 2025	168	3 : 1
Oct 2025	223	3 : 1
Sep 2025	173	2 : 1
Aug 2025	203	2 : 1
Jul 2025	178	2 : 1
Jun 2025	180	2 : 1
May 2025	235	2 : 1
Apr 2025	252	2 : 1
Mar 2025	251	2 : 1
Feb 2025	252	2 : 1
Jan 2025	263	2 : 1
Dec 2024	193	3 : 1
Nov 2024	188	3 : 1

Oct 2024	200	3 : 1
Sep 2024	202	3 : 1
Aug 2024	259	3 : 1
Jul 2024	213	2 : 1
Jun 2024	190	2 : 1
May 2024	229	2 : 1
Apr 2024	197	2 : 1
Mar 2024	164	2 : 1
Feb 2024	202	2 : 1
Jan 2024	199	2 : 1
Dec 2023	184	3 : 1
Nov 2023	295	2 : 1
Oct 2023	218	3 : 1
Sep 2023	293	2 : 1
Aug 2023	254	2 : 1
Jul 2023	264	2 : 1
Jun 2023	305	2 : 1
May 2023	280	3 : 1
Apr 2023	295	2 : 1
Mar 2023	298	2 : 1
Feb 2023	371	2 : 1
Jan 2023	281	2 : 1
Dec 2022	311	2 : 1
Nov 2022	419	3 : 1
Oct 2022	504	2 : 1
Sep 2022	413	3 : 1
Aug 2022	445	3 : 1
Jul 2022	539	2 : 1
Jun 2022	541	3 : 1
May 2022	633	2 : 1
Apr 2022	757	3 : 1

Mar 2022	721	2 : 1
Feb 2022	692	2 : 1
Jan 2022	690	2 : 1
Dec 2021	561	3 : 1
Nov 2021	621	4 : 1
Oct 2021	615	4 : 1
Sep 2021	599	4 : 1
Aug 2021	699	3 : 1
Jul 2021	635	4 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	0	0%
High school or GED	159	7%
Associate's degree	87	4%
Bachelor's degree	2,224	96%
Master's degree	396	17%
Ph.D. or professional degree	87	4%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	159	0	7%
Associate's degree	74	5	3%
Bachelor's degree	2,086	131	90%
Master's degree	0	317	0%
Ph.D. or professional degree	0	87	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	622	27%
0 - 1 Years	148	6%
2 - 3 Years	594	26%
4 - 6 Years	675	29%
7 - 9 Years	166	7%
10+ Years	114	5%

Top Companies Posting

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Google	352 / 95	4 : 1 	24 days
Apple	127 / 36	4 : 1 	28 days
University of California-Berkeley	82 / 35	2 : 1 	26 days
DLA Piper	78 / 30	3 : 1 	50 days
The Planet Group	65 / 26	3 : 1 	37 days
Stanford University	81 / 26	3 : 1 	31 days
Ixl Learning	32 / 26	1 : 1 	n/a
Aquent	29 / 22	1 : 1 	17 days
Abbott Laboratories	73 / 21	3 : 1 	29 days
Amazon	505 / 20	25 : 1 	33 days

Top Cities Posting

City	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
San Francisco, CA	1,540 / 631	2 : 1 	23 days
San Jose, CA	479 / 227	2 : 1 	22 days
Sunnyvale, CA	570 / 161	4 : 1 	26 days
Oakland, CA	225 / 118	2 : 1 	19 days
Santa Clara, CA	267 / 110	2 : 1 	23 days
Mountain View, CA	235 / 104	2 : 1 	24 days
Cupertino, CA	169 / 85	2 : 1 	16 days
Palo Alto, CA	156 / 81	2 : 1 	23 days
Fremont, CA	107 / 63	2 : 1 	21 days
San Mateo, CA	76 / 53	1 : 1 	35 days

Top Posted Occupations

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Technical Writers	1,552 / 677	2 : 1 	19 days
Producers and Directors	1,162 / 544	2 : 1 	24 days
Public Relations Specialists	944 / 378	2 : 1 	23 days
Writers and Authors	977 / 342	3 : 1 	22 days
Editors	398 / 202	2 : 1 	28 days
News Analysts, Reporters, and Journalists	152 / 93	2 : 1 	30 days
Proofreaders and Copy Markers	157 / 83	2 : 1 	20 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Technical Writers	1,552 / 677	2 : 1 	19 days
Producers and Directors	866 / 410	2 : 1 	24 days
Public Relations Specialists	944 / 378	2 : 1 	23 days
Writers and Authors	977 / 342	3 : 1 	22 days
Editors	398 / 202	2 : 1 	28 days
Talent Directors	246 / 109	2 : 1 	24 days
News Analysts, Reporters, and Journalists	152 / 93	2 : 1 	30 days
Proofreaders and Copy Markers	157 / 83	2 : 1 	20 days
Media Programming Directors	46 / 23	2 : 1 	28 days
Media Technical Directors/Managers	4 / 2	2 : 1 	35 days

Top Posted Occupations

Occupation	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Technical Writer	1,552 / 677	2 : 1 	19 days
Producer	849 / 401	2 : 1 	24 days
Communications / Public Relations Specialist	873 / 335	3 : 1 	22 days
Writer	671 / 184	4 : 1 	28 days
Editor	333 / 169	2 : 1 	32 days
Media / Talent Director	296 / 134	2 : 1 	28 days
Digital Content Producer / Manager	224 / 116	2 : 1 	15 days
Copywriter	229 / 114	2 : 1 	21 days
Reporter	152 / 93	2 : 1 	30 days
Proofreader	75 / 44	2 : 1 	20 days
Media Planner / Buyer	71 / 43	2 : 1 	33 days
Stage Manager	17 / 9	2 : 1 	n/a

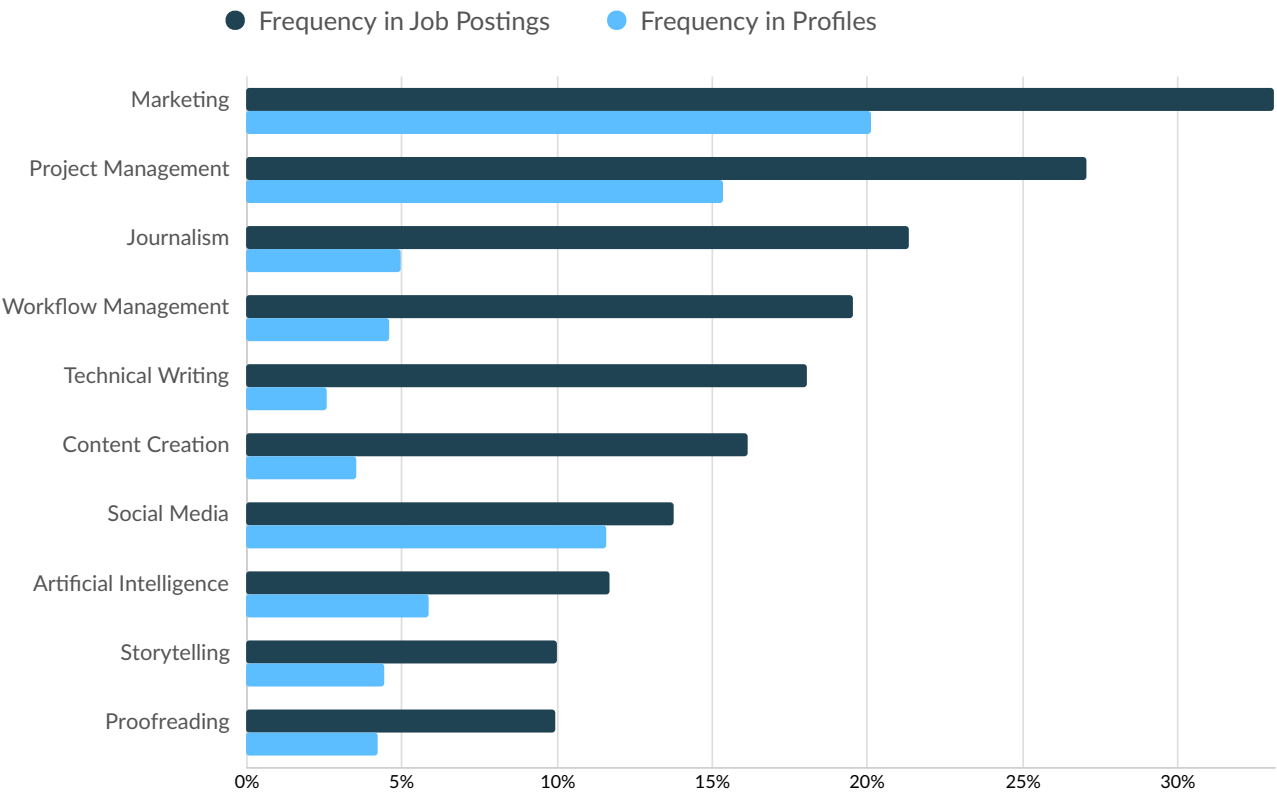
Top Posted Job Titles

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Technical Writers	524 / 253	2 : 1 	19 days
Copywriters	100 / 54	2 : 1 	20 days
UX Writers	143 / 54	3 : 1 	21 days
Communications Specialists	166 / 52	3 : 1 	22 days
Production Managers	59 / 35	2 : 1 	21 days
Medical Writers	89 / 34	3 : 1 	15 days
Marketing Communications Specialists	67 / 31	2 : 1 	23 days
Content Producers	56 / 31	2 : 1 	18 days
Producers	64 / 29	2 : 1 	31 days
Communications Coordinators	54 / 22	2 : 1 	16 days

Top Industries

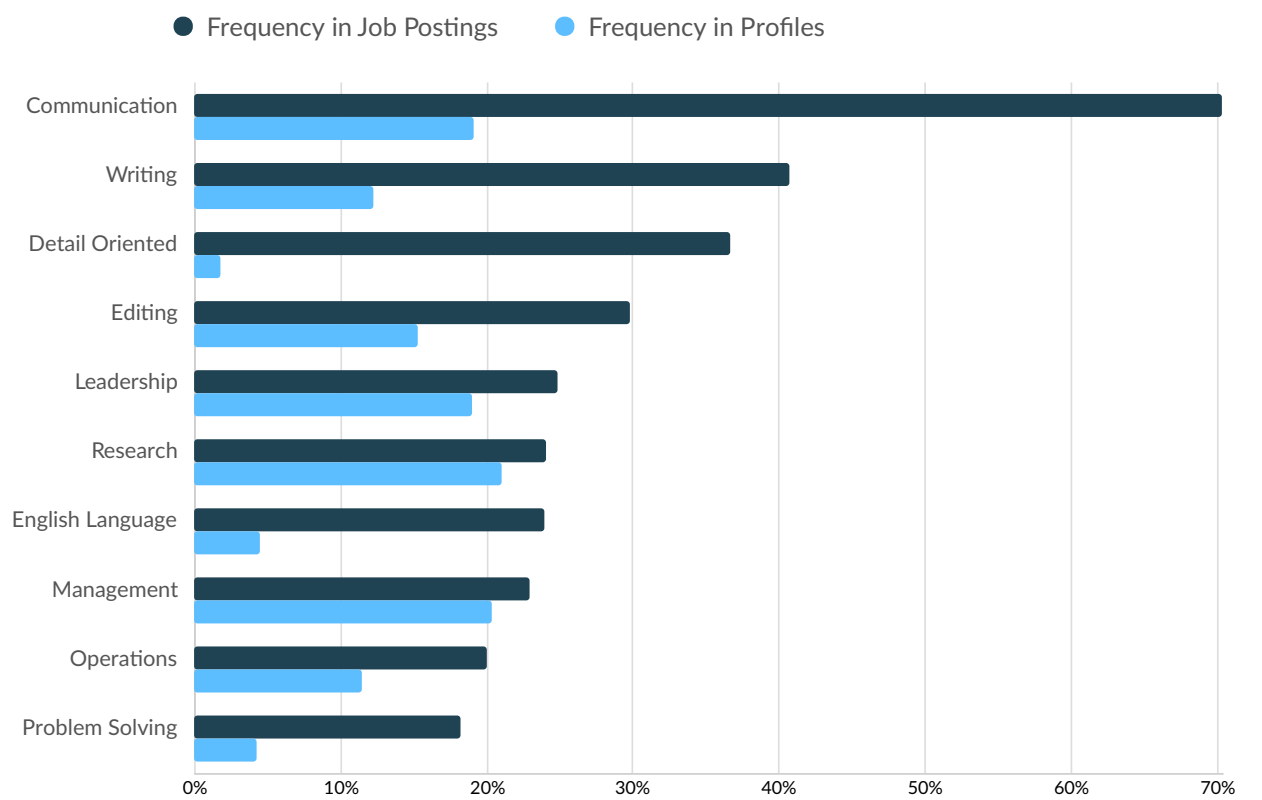
	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Employment Placement Agencies	312 / 213	1 : 1 	16 days
Web Search Portals and All Other Information Services	412 / 116	4 : 1 	25 days
Temporary Help Services	148 / 95	2 : 1 	18 days
Custom Computer Programming Services	145 / 90	2 : 1 	19 days
Colleges, Universities, and Professional Schools	265 / 85	3 : 1 	32 days
Television Broadcasting Stations	186 / 75	2 : 1 	34 days
Pharmaceutical Preparation Manufacturing	226 / 67	3 : 1 	36 days
Software Publishers	117 / 61	2 : 1 	16 days
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	84 / 50	2 : 1 	32 days
Offices of Lawyers	98 / 45	2 : 1 	42 days

Top Specialized Skills



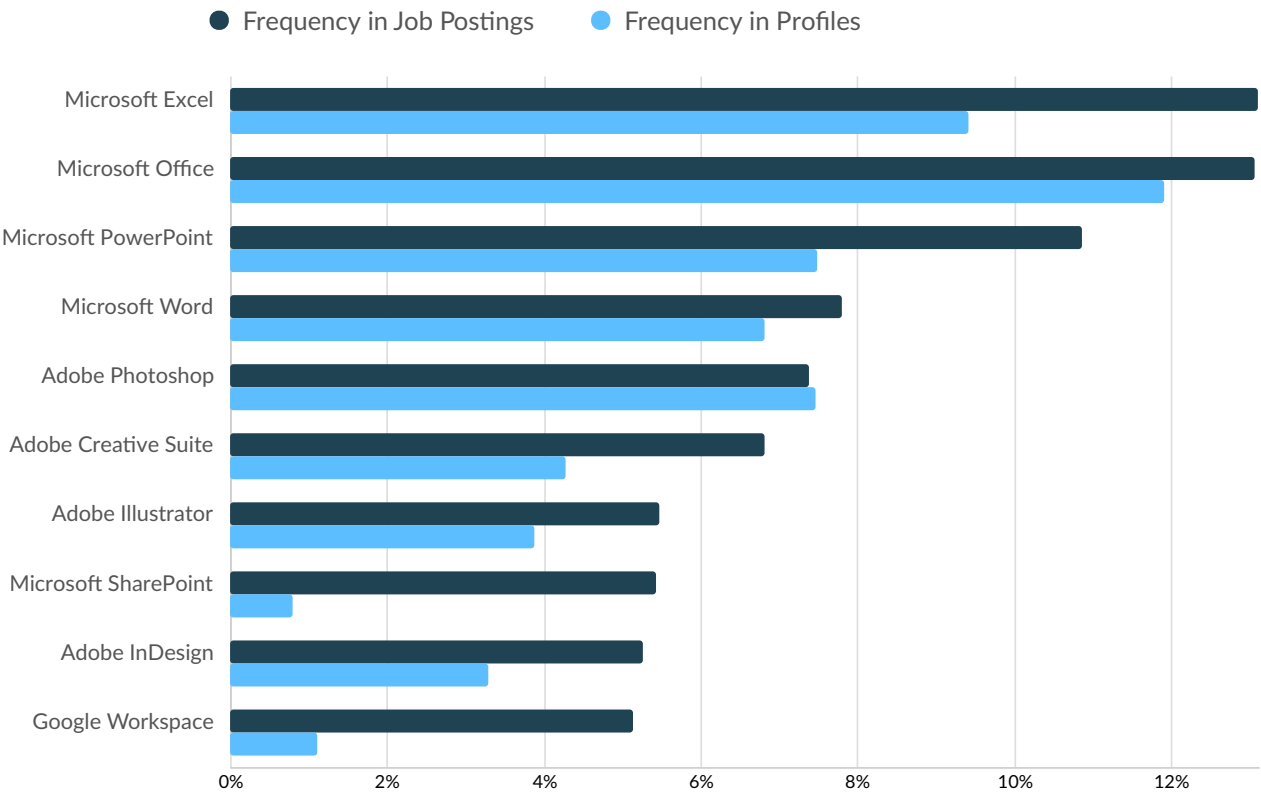
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Marketing	768	33%	23,754	20%	+21.1%	Rapidly Growing
Project Management	628	27%	18,091	15%	+19.4%	Rapidly Growing
Journalism	495	21%	5,888	5%	+10.1%	Growing
Workflow Management	453	20%	5,421	5%	+16.4%	Growing
Technical Writing	419	18%	3,053	3%	+11.4%	Growing
Content Creation	375	16%	4,169	4%	+8.7%	Stable
Social Media	320	14%	13,685	12%	+13.7%	Growing
Artificial Intelligence	272	12%	6,934	6%	+20.1%	Rapidly Growing
Storytelling	232	10%	5,270	4%	+14.0%	Growing
Proofreading	231	10%	4,969	4%	+16.2%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	1,632	70%	22,524	19%	+8.5%	Stable
Writing	944	41%	14,446	12%	+9.7%	Growing
Detail Oriented	850	37%	2,125	2%	+8.2%	Stable
Editing	693	30%	18,083	15%	+15.7%	Growing
Leadership	576	25%	22,449	19%	+9.5%	Growing
Research	558	24%	24,814	21%	+14.3%	Growing
English Language	557	24%	5,364	5%	+13.0%	Growing
Management	532	23%	24,073	20%	+5.7%	Stable
Operations	464	20%	13,564	12%	+8.8%	Stable
Problem Solving	422	18%	5,090	4%	+11.1%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Excel	304	13%	11,114	9%	+14.8%	Growing
Microsoft Office	303	13%	14,056	12%	+16.9%	Growing
Microsoft PowerPoint	252	11%	8,833	7%	+19.9%	Rapidly Growing
Microsoft Word	181	8%	8,034	7%	+6.8%	Stable
Adobe Photoshop	171	7%	8,814	7%	+5.9%	Stable
Adobe Creative Suite	158	7%	5,047	4%	+11.1%	Growing
Adobe Illustrator	127	5%	4,568	4%	+7.5%	Stable
Microsoft SharePoint	126	5%	938	1%	+3.0%	Lagging
Adobe InDesign	122	5%	3,872	3%	+6.6%	Stable
Google Workspace	119	5%	1,304	1%	+17.1%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Valid Driver's License	86
Master Of Business Administration (MBA)	56
Security Clearance	17
Property And Casualty Insurance License	9
Project Management Professional Certification	9
ITIL Foundation Certification	8
Top Secret Clearance	8
Certified Dental Technician	7
LEED Accredited Professional (AP)	6
Architecture License	6

Top Advertised Benefits

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Retirement and Savings	2,108 / 995	2 : 1 	23 days
Insurance	1,948 / 922	2 : 1 	22 days
Paid Leave	1,706 / 820	2 : 1 	23 days
Education and Career Development	834 / 367	2 : 1 	26 days
Health and Wellness Benefits	706 / 309	2 : 1 	24 days
Supplemental Pay	680 / 301	2 : 1 	24 days
Work-Life Balance	444 / 211	2 : 1 	23 days
Other Benefits	424 / 107	4 : 1 	31 days

Appendix A

Top Posting Sources

Website	Postings on Website (May 2025 - May 2026)
simplyhired.com	890
indeed.com	492
dejobs.org	358
diversityjobs.com	296
disabledperson.com	223
myworkdayjobs.com	175
glassdoor.com	107
dice.com	95
smartrecruiters.com	63
greenhouse.io	46
hercjobs.org	40
oraclecloud.com	38
google.com	37
fairygodboss.com	31
lever.co	31
talentally.com	31
ixl.com	26
apple.com	23
scholarshipdb.net	23
theplanetgroup.com	23
careersitecloud.com	19
jobdiva.com	19
craigslist.org	18
generalcatalyst.com	17
higheredjobs.com	17

Appendix B

Sample Postings

Production Managers — Oldcastle APG in Morgan Hill, CA (Apr 2026 - May 2026)

Production Manager

Link to Live Job Posting: Posting is no longer active

Location: Morgan Hill, CA

O*NET: 27-2012.00

Company: Oldcastle APG

Job Title: Production Managers

Job ID:

522850 Exempt Oldcastle Infrastructure™, a CRH company, is the leading provider of utility infrastructure solutions for the water, energy, and communications markets throughout North America. We're more than just a manufacturer of precast concrete, polymer concrete, or plastic products. We're a trusted and strategic partner to engineers, contractors, distributors, specifiers, and more. With our network of more than 80 manufacturing facilities and more than 4,000 employees, we're leading the industry with innovation and a safety-first mindset. Oldcastle Infrastructure - Built For Life from Oldcastle Infrastructure on Vimeo. Job Summary The Production Manager is responsible for providing leadership and direction for overall production and maintenance operations in accordance with the vision and values of the corporation. Fosters a "Culture of Safety" for staff and all employees by promoting and modeling an Employee Driven, Hazard Controlled environment. Advise the local business concerning long-term-strategic direction. Manage and coordinate the production plan (daily/weekly) to meet delivery schedules and budgeted cost/efficiency expectations. Drive continuous improvement initiatives through appropriate channels in the operation. Manage the coordination and execution of predictive/preventative maintenance plans through the maintenance management system for the facility, ensure asset reliability meets or exceeds performance expectations. Holds self and staff directly accountable for adherence to standards, policies & regulations for the safe, environmentally compliant production of a quality precast concrete product. Ensures training plans for production and maintenance staff and self are in place and followed, promoting key aspects of the overall succession plan process. Assume plant manager responsibilities as needed. Job Location This is an onsite position located in Morgan Hill, CA. Job Responsibilities Responsible for the implementation and maintaining of safety & continuous flow production methods with plant manager Responsible to actively seek out, find, and implement process improvements; to include improvements on RM cost reduction, asset utilization, team balancing, matching team strategy to situation Responsible for continuous improvement of leadership; asses team dynamics, prepare for change, promote & develop team pipeline with plant manager Responsible for final sign off with scheduler on daily/weekly production schedule Establishes formal and informal communications for staff and employees (e.g. morning safety huddle, mid-day meeting, maintenance planning, operations & sales & engineering) Ensures proper training of employees with leads and systematic trainer to advance the business Responsible for plant layout, ensuring optimal safety and efficiency Utilize Inventory Management Process (Production-Purchasing Report) to ensure finished goods inventory meets TWC targets for the business Ensures monthly OSHA compliance training is conducted according to schedule requirements with EH&S Tech and EH&S Area manager Ensures safety committee is actively engaged in promoting awareness for safety programs/initiatives and driving improvement towards a Employee Driven, Hazard Controlled environment Responsible for overall preventative/predictive maintenance program for the facility with maintenance manager Maintain thorough knowledge of precast processes and equipment, have workable knowledge of industry technological developments and best practices Other duties as assigned Job Requirements Minimum High School Diploma (or equivalent) with 3+ years leadership experience in an industrial environment leading multiple departments Associates' degree in Business, Manufacturing, Engineering Technology, Production or related field or Bachelors' degree preferred 5+ years' demonstrated manufacturing supervisory experience Or any equivalent combination of experience and training that demonstrates the ability to perform the key responsibilities of this position Demonstrated ability to effectively plan and allocate resources Strong written and oral communication skills across all levels of the organization Proven track record of developing, implementing and utilizing process and procedures Demonstrated ability to coordinate resources to meet internal business objectives and customer expectations Thorough knowledge of effective and efficient production and manufacturing methods Thorough knowledge of company product, policies and procedures Strong interpersonal, organizational, and project management skills Demonstrated successful application of managerial and supervisory skills Demonstrated skills or knowledge of budgeting and financial analysis skills Demonstrated problem solving

skills and dealing with ambiguity Strong analytical and mathematical ability Ability to operate a computer and supporting software packages Ability to work on multiple projects simultaneously Ability to effectively implement change Ability to facilitate meetings and lead teams Ability to effectively manage conflict Industrial Plant environment Frequent Walking/Standing (6+ hrs/day) Frequent lifting (up to 10 lbs) Infrequent lifting (up to 25 lbs) Max lift (up to 40 lbs) Frequent climbing of ladders Compensation Target Salary is \$85,000.00 to \$95,000.00 Yearly bonus of 10% 401(k) plan / group retirement savings program Short-term and long-term disability benefits Life insurance Health, dental, and vision insurance Paid time off Paid holidays What CRH Offers You Highly competitive base pay Comprehensive medical, dental and disability benefits programs Group retirement savings program Health and wellness programs An inclusive culture that values opportunity for growth, development, and internal promotion About CRH CRH has a long and proud heritage. We are a collection of hundreds of family businesses, regional companies and large enterprises that together form the CRH family. CRH operates in a decentralized, diversified structure that allows you to work in a small company environment while having the career opportunities of a large international organization. If you're up for a rewarding challenge, we invite you to take the first step and apply today! Once you click apply now, you will be brought to our official employment application. Please complete your online profile and it will be sent to the hiring manager. Our system allows you to view and track your status 24 hours a day. Thank you for your interest! Oldcastle Infrastructure, a CRH Company, is an Affirmative Action and Equal Opportunity Employer. EOE/Vet/Disability CRH is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, status as a protected veteran or any other characteristic protected under applicable federal, state, or local law. AI tools may be used in certain stages of the employment lifecycle, such as candidate review; however, all final employment decisions will be made by a person.

Production Managers — CRH plc in Morgan Hill, CA (Apr 2026 - Apr 2026)

Production Manager	
Link to Live Job Posting: Posting is no longer active	
Location: Morgan Hill, CA	O*NET: 27-2012.00
Company: CRH plc	Job Title: Production Managers
Production Manager CRH 5 () Morgan Hill, CA on company site for later Why you should apply for a job to CRH : 5/5 in overall job satisfaction 5/5 in supportive management 100% say women are treated fairly and equally to men 100% would recommend this company to other women 100% say the CEO supports gender diversity Ratings are based on anonymous reviews by Fairygodboss members. See all reviews Your Time Away - CRH recognizes the importance of time away from work and we provide Paid Time Off to enjoy through the year. CRH provides flexible work policies that vary across the different locations to best suit the employee and needs of the business. At CRH, you get the benefit of working for a large global company with the feel of a small company and opportunities to make an impact. # 522850-en_US Position summary or staff and all employees by promoting and modeling an Employee Driven, Hazard Controlled environment. Advise the local business concerning long-term-strategic direction. Manage and coordinate the production plan (daily/weekly) to meet delivery schedules and budgeted cost/efficiency expectations. Drive continuous improvement initiatives through appropriate channels in the operation. Manage the coordination and execution of predictive/preventative maintenance plans through the maintenance management system for the facility, ensure asset reliability meets or exceeds performance expectations. Holds self and staff directly accountable for adherence to standards, policies & regulations for the safe, environmentally compliant production of a quality precast concrete product. Ensures training plans for production and maintenance staff and self are in place and followed, promoting key aspects of the overall succession plan process. Assume plant manager responsibilities as needed. Job Location This is an onsite position located in Morgan Hill, CA. Job Responsibilities Responsible for the implementation and maintaining of safety & continuous flow production methods with plant manager Responsible to actively seek out, find, and implement process improvements; to include improvements on RM cost reduction, asset utilization, team balancing, matching team strategy to situation Responsible for continuous improvement of leadership; asses team dynamics, prepare for change, promote & develop team pipeline with plant manager Responsible for final sign off with scheduler on daily/weekly production schedule Establishes formal and informal communications for staff and employees (e.g. morning safety huddle, mid-day meeting, maintenance planning, operations & sales & engineering) Ensures proper training of employees with leads and systematic trainer to advance the business Responsible for plant layout, ensuring optimal safety and efficiency Utilize Inventory Management Process (Production-Purchasing Report) to ensure finished goods inventory meets TWC targets for the business Ensures monthly OSHA compliance training is conducted according to schedule requirements with EH&S Tech and EH&S Area manager Ensures safety committee is actively engaged in promoting awareness for safety programs/initiatives and driving improvement towards a Employee Driven, Hazard Controlled environment Responsible for overall preventative/predictive maintenance program for the facility with maintenance manager Maintain thorough knowledge of precast processes and equipment, have workable knowledge of industry technological developments and best practices Other duties as assigned Job Requirements Minimum High School Diploma (or equivalent) with 3+ years leadership experience in an industrial environment leading multiple departments Associates' degree in Business, Manufacturing, Engineering Technology, Production or related field or Bachelors' degree preferred 5+ years' demonstrated manufacturing supervisory experience Or any equivalent combination of experience and training that demonstrates the ability to perform the key responsibilities of this position Demonstrated ability to effectively plan and allocate resources Strong written and oral communication skills across all levels of the organization Proven track record of developing, implementing and utilizing process and procedures Demonstrated ability to coordinate resources to meet internal business objectives and customer expectations Thorough knowledge of effective and efficient production and manufacturing methods Thorough knowledge of company product, policies and procedures Strong interpersonal, organizational, and project management skills Demonstrated successful application of managerial and supervisory skills Demonstrated skills or knowledge of budgeting and financial analysis skills Demonstrated	

problem solving skills and dealing with ambiguity Strong analytical and mathematical ability Ability to operate a computer and supporting software packages Ability to work on multiple projects simultaneously Ability to effectively implement change Ability to facilitate meetings and lead teams Ability to effectively manage conflict Industrial Plant environment Frequent Walking/Standing (6+ hrs/day) Frequent lifting (up to 10 lbs) Infrequent lifting (up to 25 lbs) Max lift (up to 40 lbs) Frequent climbing of ladders Compensation Target Salary is \$85,000.00 to \$95,000.00 Yearly bonus of 10% 401(k) plan / group retirement savings program Short-term and long-term disability benefits Life insurance Health, dental, and vision insurance Paid time off Paid holidays What CRH Offers You Highly competitive base pay Comprehensive medical, dental and disability benefits programs Group retirement savings program Health and wellness programs An inclusive culture that values opportunity for growth, development, and internal promotion About CRH CRH has a long and proud heritage. We are a collection of hundreds of family businesses, regional companies and large enterprises that together form the CRH family. CRH operates in a decentralized, diversified structure that allows you to work in a small company environment while having the career opportunities of a large international organization. If you're up for a rewarding challenge, we invite you to take the first step and apply today! Once you click apply now, you will be brought to our official employment application. Please complete your online profile and it will be sent to the hiring manager. Our system allows you to view and track your status 24 hours a day. Thank you for your interest! Oldcastle Infrastructure, a CRH Company, is an Affirmative Action and Equal Opportunity Employer. EOE/Vet/Disability CRH is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, status as a protected veteran or any other characteristic protected under applicable federal, state, or local law. AI tools may be used in certain stages of the employment lifecycle, such as candidate review; however, all final employment decisions will be made by a person. Why you should apply for a job to

CRH :

5/5 in overall job satisfaction 5/5 in supportive management 100% say women are treated fairly and equally to men 100% would recommend this company to other women 100% say the CEO supports gender diversity Ratings are based on anonymous reviews by Fairygodboss members. See all reviews Your Time Away - CRH recognizes the importance of time away from work and we provide Paid Time Off to enjoy through the year. CRH provides flexible work policies that vary across the different locations to best suit the employee and needs of the business. At CRH, you get the benefit of working for a large global company with the feel of a small company and opportunities to make an impact.

Labeling Coordinators — Stryker in Fremont, CA (Jan 2026 - Feb 2026)

Coordinator, Labeling and Technical Publications	
Link to Live Job Posting: Posting is no longer active	
Location: Fremont, CA	O*NET: 27-3042.00
Company: Stryker	Job Title: Labeling Coordinators
Coordinator, Labeling and Technical Publications 3.8 3.8 out of 5 stars Why join Stryker? Looking for a place that values your unique talents? Discover Stryker's award-winning culture. We are proud to offer you our total rewards package which includes bonuses, healthcare, insurance benefits, retirement programs, wellness programs, as well as service and performance awards•not to mention various social and recreational activities, all of which are location specific. Job description We are excited to be named one of the World's Best Workplaces by Fortune Magazine! We are proud to offer you 12 paid holidays annually. For an overview of our benefits and time off, please follow this link to learn more: US Stryker employee benefits. Shift: Monday•Friday, 8:00 AM•5:00 PM Location : 47900 Bayside Pkwy, Fremont, CA Summary: The Labeling and Technical Publications Coordinator is responsible for compiling, maintaining, and reviewing technical documentation, including blueprints, drawings, change orders, and specifications, ensuring accuracy and compliance with GMP and QSR standards. The Coordinator manages both digital and hardcopy document control systems, resolves discrepancies, and verifies that labeling changes are supported by data and consistent with applications. What You Will Do: Support setup of labeling for design changes using the Stryker Neurovascular labeling system and software tools (GLS/Prisym, Adobe Products, Microsoft Office, etc.). Assist with labeling verification procedures and collaborate with Operations to implement labeling in production. Research and document product, service, technology, and test method information clearly and logically for maximum reader comprehension. Uphold the Quality Policy by maintaining compliance with all quality requirements and supporting process improvements for easier compliance. Deliver high-quality technical documentation (SOPs, Work Instructions, technical literature, engineering work products) that is accurate, consistent in style, and appropriate for the intended audience. Review and ensure accuracy of other technical publications, maintaining strong attention to detail and zero documentation escapes. Participate in problem-solving initiatives to address technical issues and document resolutions within the quality system. Support updates to departmental and quality system SOPs, Work Instructions, forms, and templates with graphical content, and provide input for training and communication materials. What You Need: Required: High school diploma 2 Years of relevant experience	

high school diploma 2+ years of relevant experience

Preferred:

Associate or Bachelor's degree \$27.67/hr. • \$34.82/hr., plus bonus eligible + benefits. Individual pay is based on skills, experience, and other relevant factors.

Posted :

January 7, 2026 Pay rate will not be below any applicable local minimum wage rates.

Health benefits include:

Medical and prescription drug insurance, dental insurance, vision insurance, critical illness insurance, accident insurance, hospital indemnity insurance, personalized healthcare support, wellbeing program and tobacco cessation program.

Financial benefits include:

Health Savings Account (HSA), Flexible Spending Accounts (FSAs), 401(k) plan, Employee Stock Purchase Plan (ESPP), basic life and AD&D insurance, and short-term disability insurance. Stryker offers innovative products and services in MedSurg, Neurotechnology, Orthopaedics and Spine that help improve patient and healthcare outcomes. Alongside its customers around the world, Stryker impacts more than 150 million patients annually. Depending on customer requirements employees and new hires in sales and field roles that require access to customer accounts as a function of the job may be required to obtain various vaccinations as an essential function of their role.

California Local News Fellowship, Editing - School of Journalism	
Link to Live Job Posting: Posting is no longer active	
Location: Berkeley, CA	O*NET: 27-3023.00
Company: University of California-Berkeley	Job Title: Fellows
California Local s Fellowship, Editing - School of Journalism University of California-Berkeley United States, California, Berkeley 2199 Addison Street (Show on map) Feb 27, 2026Position overview Salary range:The UC academic salary scales set the minimum pay determined by step at appointment. See the following table for the current salary scale for this position: https://www.ucop.edu/academic-personnel-programs/_files/2025-26/represented-july-2025-scales/t24-b.pdf. Fellow salaries will start at \$80,000. All fellows will receive benefits from the University of California.Percent time:Full-timeAnticipated start:September 2026Position duration:The fellowship will start September 1, 2026 and will run for one year, ending on August 31, 2027. Application Window Open date: February 3, 2026 Most recent review date: Wednesday, Feb 18, 2026 at 11:59pm (Pacific Time) Applications received after this date will be reviewed by the search committee if the position has not yet been filled. Final date: Thursday, Mar 5, 2026 at 11:59pm (Pacific Time) Applications will continue to be accepted until this date, but those received after the review date will only be considered if the position has not yet been filled. Position description Central to the story of the decline of local news is the dramatic reduction in the number of reporters working in communities across the country. There is an equally concerning, yet less visible, decline in the number of editors working in newsrooms. Editors are a vital and critical resource, as they set the editorial scope and direction of a newsroom, guide the work of reporters, provide training and mentoring and ensure accuracy and accountability. Editors also play an essential role in shaping the next generation of journalists; early-career journalists benefit enormously from strong editors who provide on-the-job training, helping reporters to learn the ropes, get to know their beats, become more discerning about what makes a good or important story, and find their voice, among many other things. Unfortunately, most newsrooms have had to cut their editing ranks just as severely as their reporting ranks, leaving newsrooms under-resourced to carry out their critical mission. To help address this gap, the California Local s Fellowship program is launching a pilot, one-year editing fellowship program in 2026. In partnership with the Maynard Institute for Journalism Education, we will support five early - to mid-career reporters or producers to move into editing roles. We will provide intensive skill-building training and mentoring before and during their newsroom terms, in the craft of editing but also the art of managing people. Historically, reporters have moved into editing roles with little to no training in either; we seek to provide a strong foundation for the fellows, setting them up to succeed as editors and managers and to dramatically increase the capacity of newsrooms to produce more reporting for their communities. The Editing fellowship is open to digital, print, audio, photo and multimedia journalists. We're looking for candidates with relevant experience as much as formal education. We welcome applications from graduates of two-year, four-year and graduate-level journalism programs, as well as people who have not attended journalism education programs but have a high school diploma or GED. Editing fellows will be expected to have at least five years of journalism experience and a strong desire to move into a newsroom leadership position. Criteria for newsrooms to host an editing reporting fellow will include evaluation of the newsroom's proposed role for the editor and ability to support their growth and learning. The fellowship program partners with newsrooms throughout the state that are seeking to meet their communities' information needs with original local news coverage. We prioritize news organizations operating in underserved communities, including for-profit, nonprofit, public media, and community and media outlets. Once newsrooms and fellows are selected into the program, they are paired through a matching process that seeks to meet the needs of individual newsrooms and interests of	

fellows. srooms and fellows are selected through an equitable and transparent process, with input from the fellowship program staff and fellowship advisory board, which represents journalism education and newsroom leaders from around the state. Applicants must be authorized to work in the United States at the time of hire. Visa sponsorship is not available for this position.

Program:

<https://fellowships.journalism.berkeley.edu/cafellows/>

School:

<https://journalism.berkeley.edu/> Qualifications Basic qualifications (required at time of application) High school diploma or GED (or equivalent international degree) Additional qualifications (required at time of start) Professional journalism experience may not exceed six months of full-time editing experience by the start of the program. Applicants must meet one of the following criteria to be considered: High school diploma or GED (or equivalent international degree) plus at least 8 years newsroom experience, OR Two-year associate's degree (or equivalent international degree) plus at least 7 years of newsroom experience, OR BA or MA (or equivalent international degree) plus at least 5 years newsroom experience. Preferred qualifications Ideal candidates will have experience working in local news, either professionally or through a journalism education program, and will submit clips that illustrate a variety of reporting genres and skills. In certain cases, when matching fellows with newsrooms, the ability to report in a language other than English and/or proficiency in specialized journalistic skills (audio, video, data, etc.) will be preferred. California residents will be given preference. Application Requirements Document requirements Applicant's materials and any supporting files as part of the recruitment must be converted to PDF before they can be uploaded. Other acceptable media file types: zip, jpg, rar, tif, mov, bmp, 3gp, png, wmv, m4v, psd, swf, tiff, mp3, mp4. 50 MB is the maximum file size accepted. Do not upload any file that contains sensitive information (e.g. social security, drivers license, passport, or bank account numbers). Resume/CV

- Applicants must upload a PDF detailing their educational and work history, including all journalism experience. This may take the form of a formal resume or a simple list with dates. Journalism experience should be clearly detailed. Tell us about your journalism experience and fellowship preferences.
- To complete your submission, you must also fill out the Supplemental Information Form. Once you've done so, upload a short Word document here to confirm that you have completed the application. The document need only state, "I have completed the Supplemental Information Form" along with your full name. Work sample #1
- Please provide a sample of your work. Work sample #2
- Please provide a sample of your work. Work sample #3
- Please provide a sample of your work. Work sample #4
- Please provide a sample of your work. Work sample #5
- Please provide a sample of your work.

Additionally, provide a short description of the piece, including why you chose to highlight it and anything you might do differently if you could report the story again. If this piece was created with a team, indicate which areas you were directly responsible for. (For example, if you submit an interactive piece, were you responsible for data collection and photography, but not coding or mapping? If there was a reporting team on the story, which parts of the reporting did you lead?) Reference requirements 3 required (contact information only) Please share three references who can speak to your strengths, personality and work style. We are especially interested in hearing from anyone who has supervised your work in a newsroom, this can include a college newsroom. Please alert them in advance to look for an email from the AP Recruit system with the subject line: "You have received a request from [Your Name]." They will have one week after the March 5 deadline to respond. Completion should take no more than 10 minutes.

Apply link:

<https://aprecruit.berkeley.edu/JPF05260> Help contact: cafellows@berkeley.edu About UC Berkeley UC Berkeley is committed to diversity, equity, inclusion, and belonging in our public mission of research, teaching, and service, consistent with UC Regents Policy 4400 and University of California Academic Personnel policy (APM 210 1-d). These values are embedded in our Principles of Community, which reflect our passion for critical inquiry, debate, discovery and innovation, and our deep commitment to contributing to a better world. Every member of the UC Berkeley community has a role in sustaining a safe, caring and humane environment in which these values can thrive. The University of California, Berkeley is an Equal Opportunity employer. All qualified applicants will receive consideration for employment without regard to

race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or protected veteran status. For more information, please refer to the University of California's Affirmative Action and Nondiscrimination in Employment Policy and the University of California's Anti-Discrimination Policy. In searches when letters of reference are required all letters will be treated as confidential per University of California policy and California state law. Please refer potential referees, including when letters are provided via a third party (i.e., dossier service or career center), to the UC Berkeley statement of confidentiality prior to submitting their letter. As a University employee, you will be required to comply with all applicable University policies and/or collective bargaining agreements, as may be amended from time to time. Federal, state, or local government directives may impose additional requirements. Unless stated otherwise, unambiguously, in the position description, this position does not include sponsorship of a new consular H-1B visa petition that would require payment of the \$100,000 supplemental fee. As a condition of employment, the finalist will be required to disclose if they are subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct. "Misconduct" means any violation of the policies or laws governing conduct at the applicant's previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment or discrimination, as defined by the employer. UC Sexual Violence and Sexual Harassment Policy UC Anti-Discrimination Policy APM

- 035: Affirmative Action and Nondiscrimination in Employment Job location California (various locations)

Assistant Managers — Kelly Services in Alameda, CA (Jul 2025 - Jul 2025)

Asistente Administrativo

Link to Live Job Posting: Posting is no longer active

Location: Alameda, CA	O*NET: 27-3041.00
Company: Kelly Services	Job Title: Assistant Managers

For those who want to keep growing, learning, and evolving. We at Kelly® hear you, and we're here for you! We're seeking an Administrative Assistant to work at a premier biotechnology company in Alameda, California. Sound good? Take a closer look below. You owe it to yourself to consider this great new opportunity.

Salary/Pay Rate/Compensation:

\$34.05/hr Why you should apply to be an

Administrative Assistant:

– Join a leading organization in the biotechnology industry known for its innovative approach and commitment to excellence. – Enjoy a dynamic work environment that fosters professional growth and development. – Benefit from a standard 40-hour work week with a regular shift from 8 AM to 5 PM. – Work with a collaborative team that values your contributions and encourages teamwork. What's a typical day as an Administrative Assistant? You'll be: – Managing Outlook calendars for assigned team members, scheduling internal and external meetings, and coordinating visits by outside guests. – Producing and editing complex and/or confidential correspondence, documents, and reports using word processing, PowerPoint, and spreadsheet software. – Coordinating travel for assigned team members with the company travel agency, managing air and hotel reservations, and creating itineraries. This job might be an outstanding fit if you: – Have a High School Diploma or GED with a minimum of five years of related experience, or an Associate's degree with at least three years of experience, or a Bachelor's degree with a minimum of one year of related experience. – Possess advanced computer skills, including proficiency in Microsoft Outlook, Word, and Excel. – Bring experience within the pharmaceutical and biotech industries, along with strong organizational and communication skills.

What happens next:

Once you apply, you'll proceed to next steps if your skills and experience look like a good fit. But don't worry—even if this position doesn't work out, you're still in our network. That means all of our recruiters will have access to your profile, expanding your opportunities even more. Helping you discover what's next in your career is what we're all about, so let's get to work. Apply to be an Administrative Assistant today! #GRACE 9899584

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.

A Comparative Analysis of Labor Market Outcomes:

Associate's vs. Bachelor's Degrees in English

Job Demand, Hiring Volume, and Market Velocity

A candidate holding a Bachelor’s degree in English accesses a vastly larger employment pool across the region than an applicant relying on an Associate degree.

- **Unique Job Postings:** Employers posted 2,319 unique job openings requiring or preferring a Bachelor’s degree, compared to just 233 unique job openings accessible at the Associate/High School level.
- **Active Employer Base:** 785 distinct companies actively recruited Bachelor’s-level candidates, whereas 117 companies posted roles open to AA-level candidates.
- **Posting Duration:** Bachelor’s-level postings stayed open for a median duration of 22 days, matching the regional average. AA-level job postings had a shorter median duration of 18 days, reflecting quicker filling cycles for lower-tier administrative or support roles.
- **Educational Thresholds:** Across all postings targeting four-year graduates, 90% specified a Bachelor’s degree as the minimum education requirement. Conversely, in the AA dataset, 68% set high school or GED as the minimum requirement, while 32% required an Associate degree.

Compensation Levels and Wage Trajectories

The pay differential between credentials underscores a substantial financial return on investment for four-year degree completion.

Metric	Bachelor’s Degree Cohort	Associate Degree Cohort	Variance / Gap
Median Advertised Wage	\$51.57 / hour (~\$107,265/yr)	\$40.98 / hour (~\$85,238/yr)	+\$10.59 / hr (+25.8% for BA)
YoY Wage Trend (2025–2026)	+1.4% growth	-18.4% decline	Higher wage stability for BA holders

Metric	Bachelor's Degree Cohort	Associate Degree Cohort	Variance / Gap
Salary Data Coverage	1,721 postings with salary data	185 postings with salary data	Broader salary transparency in BA roles

While Bachelor's-level advertised wages experienced modest positive growth (+1.4%) over the 12-month period, AA-level advertised wages saw a sharp contraction (-18.4%), indicating reduced market leverage and wage erosion for candidates without a four-year credential.

Geographic Distribution and Top Employers

While both educational tiers concentrate heavily within Silicon Valley and San Francisco, their regional rankings and key employer networks diverge.

Regional Concentration by County

- **Santa Clara County:** Leads demand for both tiers, generating 874 unique postings for Bachelor's holders and 76 postings for AA holders.
- **San Francisco County:** Holds 2nd place for Bachelor's degree recruitment with 630 postings, but drops to 3rd place for AA recruitment with 48 postings.
- **Alameda County:** Ranks 3rd for Bachelor's holders with 375 postings, but rises to 2nd place in the AA market with 65 postings.
- **San Mateo County:** Represents 262 postings for Bachelor's graduates, but drops sharply to 9 postings for AA graduates.
- **Contra Costa County:** Accounts for 100 Bachelor's postings and 30 AA postings.

Employer Ecosystems

Top companies recruiting Bachelor's-level English majors are major enterprise technology firms, elite research universities, and global corporate services:

- **Google** (95 unique postings)
- **Apple** (36 unique postings)
- **University of California-Berkeley** (35 unique postings)
- **DLA Piper** (30 unique postings)
- **Stanford University** (26 unique postings)
- **The Planet Group** (26 unique postings)
- **IXL Learning** (26 unique postings)

In contrast, top employers recruiting AA-level candidates lean toward consulting, media networks, regional healthcare, and construction services:

- **Accenture** (13 unique postings)
- **Fox News Network** (11 unique postings)
- **Stanford University** (9 unique postings)
- **ZOLL Medical Corporation** (6 unique postings)
- **Hitachi** (5 unique postings)
- **Roussos Construction** (5 unique postings)

Required Experience and Role Specialization

The experience expectations and actual job roles associated with each credential reflect distinct entry-level versus mid-career positioning.

Experience Breakdown Comparison:

Bachelor's Degree:

[27% No Exp] [6% 0-1 Yr] [26% 2-3 Yrs] [29% 4-6 Yrs] [7% 7-9 Yrs] [5% 10+ Yrs]

Associate's Degree:

[41% No Experience Listed] [9% 0-1] [34% 2-3 Yrs] [12% 4-6 Yrs] [2%][3%]

- **Mid-to-Senior Experience:** 41% of Bachelor's postings demand at least 4 years of professional experience (29% requiring 4–6 years; 12% requiring 7+ years). Conversely, only 17% of AA postings require 4 or more years of experience.
- **Entry-Level & Unspecified:** 41% of AA postings list no prior experience requirement, compared to 27% in the Bachelor's market.

Job Roles and Title Breakdown

The Bachelor's job market emphasizes specialized writing and content architecture roles:

- **Top Occupations:** Technical Writers (677 unique postings), Producers and Directors (544), Public Relations Specialists (378), Writers and Authors (342), Editors (202).
- **High-Demand Job Titles:** UX Writers, Copywriters, Medical Writers, Marketing Communications Specialists, Communications Specialists.

The AA job market shifts toward production operations, reporting support, and administrative coordination:

- **Top Occupations:** Producers and Directors (62 unique postings), Technical Writers (54), Public Relations Specialists (40), Writers and Authors (24), News Analysts/Reporters (23).
- **High-Demand Job Titles:** Production Managers, News Reporters, Multi-Platform Producers, Newscast Directors, Reporting Analysts, Editorial Assistants, Labeling/Technical Publication Coordinators.

Technical Skills and Tool Demands

While both pathways share core foundations in English communication and editing, their specialized skill requirements differ in strategic scope.

Specialized Skill Demands (% of Postings):

Marketing: [BA: 33%] vs [AA: 13%]
Project Management: [BA: 27%] vs [AA: 12%]
Journalism: [BA: 21%] vs [AA: 10%]
Workflow Management: [BA: 20%] vs [AA: 19%]
Technical Writing: [BA: 18%] vs [AA: 9%]
Artificial Intelligence: [BA: 12%] vs [AA: <5%]
Customer Service: [BA: <10%] vs [AA: 23%]

- **Strategic vs. Operational Skills:** Bachelor's postings heavily prioritize **Marketing** (33% of postings), **Project Management** (27%), **Journalism** (21%), and emerging tech competencies like **Artificial Intelligence** (12%). AA postings prioritize **Workflow Management** (19%), **Content Creation** (14%), **Customer Service** (23%), and operational **Coordinating** (26%).
- **Software Tools:** Bachelor's postings emphasize design, publishing, and workflow suites like **Adobe Photoshop** (7%), **Adobe Creative Suite** (7%), and **Microsoft SharePoint** (5%). AA postings show broader demand for entry software and basic web tools, including **Microsoft Office** (15%), **Spreadsheets** (10%), **Content Management Systems** (6%), **HTML** (6%), and **Canva** (5%).

The comparison demonstrates that while an Associate degree in English serves as a functional entry point for technical documentation, media production management, and administrative support, a Bachelor's degree remains the primary benchmark for corporate communication, UX content design, and specialized technical writing across the San Francisco Bay Area. For students planning their academic pathways, earning a Bachelor's degree dramatically lowers entry barriers to major technology employers, yields higher baseline pay, and insulates against the severe wage compression observed in lower-credential job markets.