

Ethnic Studies
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
13-1071	Human Resources Specialists
11-3121	Human Resources Managers
43-4161	Human Resources Assistants, Except Payroll and Timekeeping
13-1075	Labor Relations Specialists
21-1099	Community and Social Service Specialists, All Other

Code	Description
11-9151	Social and Community Service Managers
21-1093	Social and Human Service Assistants
21-1021	Child, Family, and School Social Workers
19-3041	Sociologists

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

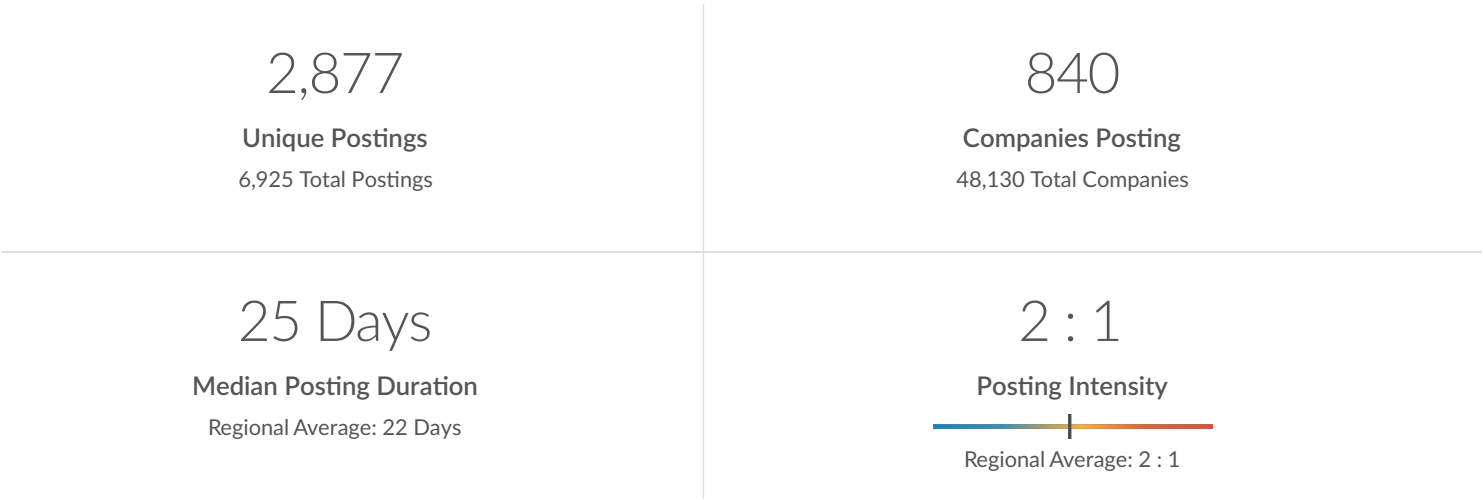
Description
Associate's degree

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Job Postings Overview

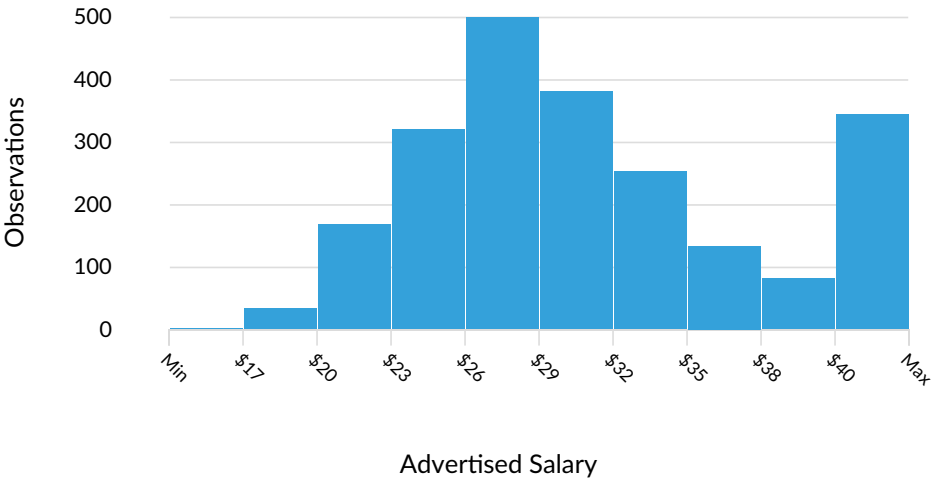


Advertised Salary

There are 2,209 advertised salary observations (77% of the 2,877 matching postings).

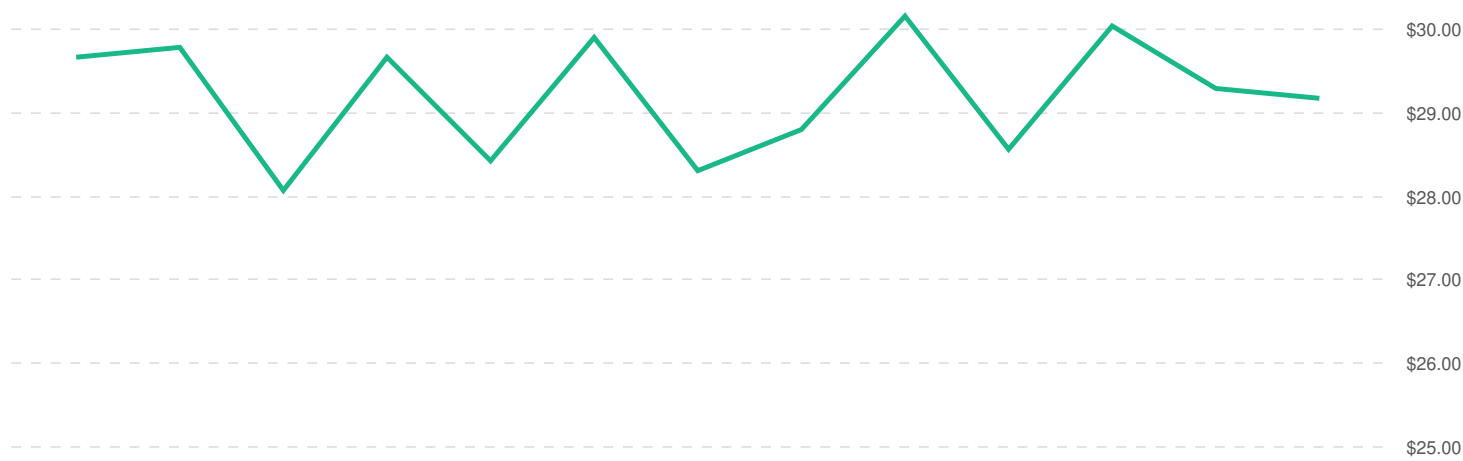
\$29.17/hr

Median Advertised Salary

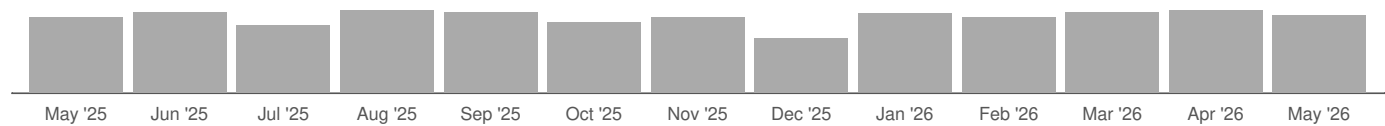


Advertised Salary Trend

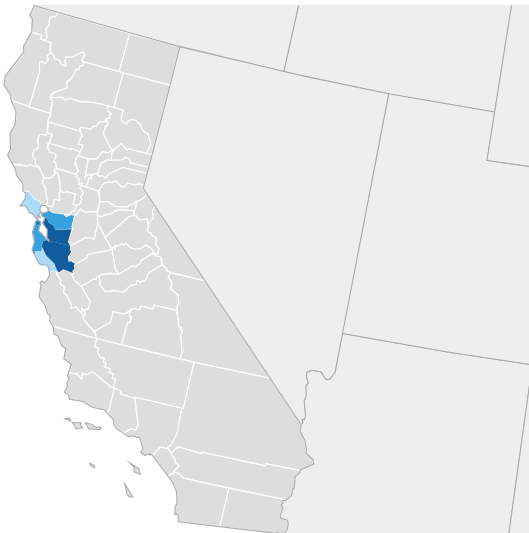
▼ 1.7% May 2025 – May 2026
\$29.17 Median



2,209 Job Postings

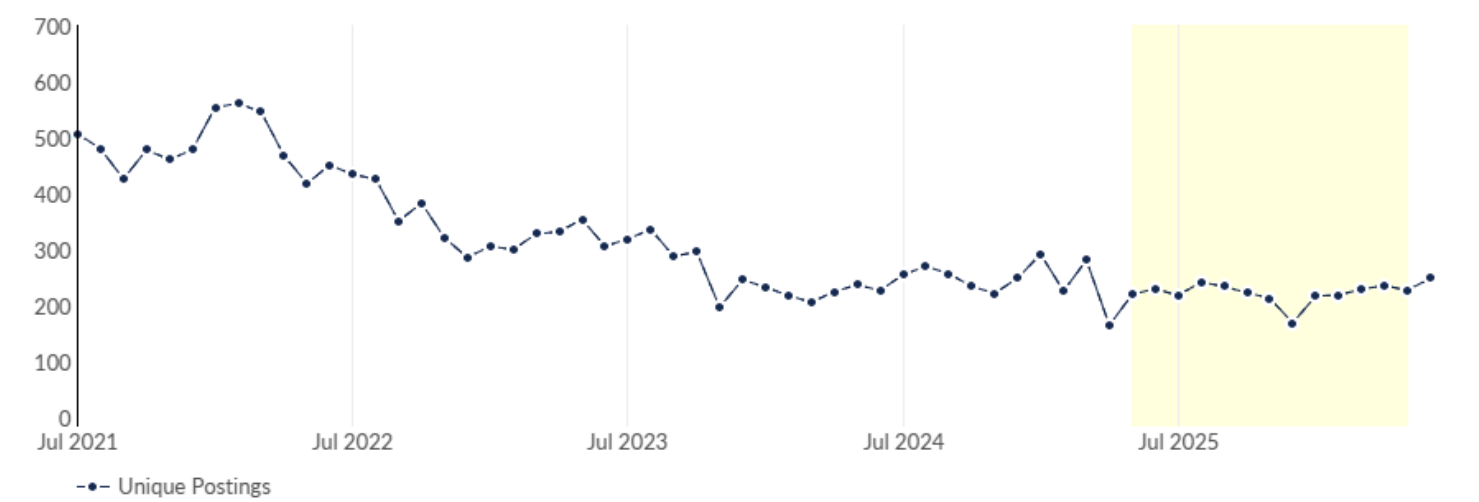


Job Postings Regional Breakdown



County	Unique Postings (May 2025 - May 2026)
Alameda County, CA	799
Santa Clara County, CA	746
San Francisco County, CA	545
Contra Costa County, CA	361
San Mateo County, CA	255

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2026	249	2 : 1
May 2026	227	3 : 1
Apr 2026	236	2 : 1
Mar 2026	229	2 : 1
Feb 2026	219	3 : 1
Jan 2026	217	3 : 1
Dec 2025	169	3 : 1
Nov 2025	213	3 : 1
Oct 2025	223	2 : 1
Sep 2025	234	2 : 1
Aug 2025	242	2 : 1
Jul 2025	218	2 : 1
Jun 2025	230	2 : 1
May 2025	220	2 : 1
Apr 2025	165	3 : 1
Mar 2025	281	3 : 1
Feb 2025	226	3 : 1
Jan 2025	292	3 : 1
Dec 2024	249	3 : 1
Nov 2024	222	3 : 1

Oct 2024	234	3 : 1
Sep 2024	257	3 : 1
Aug 2024	270	3 : 1
Jul 2024	255	3 : 1
Jun 2024	227	3 : 1
May 2024	237	3 : 1
Apr 2024	225	3 : 1
Mar 2024	206	3 : 1
Feb 2024	218	3 : 1
Jan 2024	233	2 : 1
Dec 2023	246	5 : 1
Nov 2023	197	4 : 1
Oct 2023	296	3 : 1
Sep 2023	288	3 : 1
Aug 2023	336	3 : 1
Jul 2023	319	3 : 1
Jun 2023	306	3 : 1
May 2023	354	2 : 1
Apr 2023	332	3 : 1
Mar 2023	328	3 : 1
Feb 2023	300	4 : 1
Jan 2023	306	4 : 1
Dec 2022	286	3 : 1
Nov 2022	321	3 : 1
Oct 2022	383	3 : 1
Sep 2022	351	4 : 1
Aug 2022	426	4 : 1
Jul 2022	434	4 : 1
Jun 2022	451	4 : 1
May 2022	418	3 : 1
Apr 2022	468	3 : 1

Mar 2022	546	3 : 1
Feb 2022	561	3 : 1
Jan 2022	554	3 : 1
Dec 2021	478	4 : 1
Nov 2021	461	4 : 1
Oct 2021	478	6 : 1
Sep 2021	426	4 : 1
Aug 2021	480	5 : 1
Jul 2021	507	5 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	0	0%
High school or GED	2,103	73%
Associate's degree	1,326	46%
Bachelor's degree	1,316	46%
Master's degree	199	7%
Ph.D. or professional degree	12	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	2,103	0	73%
Associate's degree	774	249	27%
Bachelor's degree	0	1,126	0%
Master's degree	0	191	0%
Ph.D. or professional degree	0	12	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	866	30%
0 - 1 Years	594	21%
2 - 3 Years	985	34%
4 - 6 Years	364	13%
7 - 9 Years	31	1%
10+ Years	37	1%

Top Companies Posting

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Right At School	320 / 78	4 : 1 	37 days
Homefirst Agency	91 / 64	1 : 1 	33 days
Episcopal Community Services Of San Francisco	131 / 49	3 : 1 	23 days
Lifemoves (Formerly Innvision Shelter Network)	105 / 47	2 : 1 	29 days
Seneca Family Of Agencies	91 / 45	2 : 1 	25 days
Heluna Health	123 / 36	3 : 1 	47 days
Telecare	53 / 33	2 : 1 	22 days
Insight Housing	76 / 33	2 : 1 	36 days
Allied Universal	121 / 28	4 : 1 	21 days
Pacific Clinics	111 / 26	4 : 1 	26 days

Top Cities Posting

City	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
San Francisco, CA	1,447 / 549	3 : 1 	24 days
San Jose, CA	851 / 357	2 : 1 	27 days
Oakland, CA	679 / 289	2 : 1 	25 days
Hayward, CA	193 / 86	2 : 1 	24 days
Fremont, CA	197 / 81	2 : 1 	23 days
Concord, CA	273 / 75	4 : 1 	31 days
Palo Alto, CA	168 / 72	2 : 1 	30 days
Santa Clara, CA	125 / 68	2 : 1 	20 days
San Leandro, CA	160 / 62	3 : 1 	23 days
Santa Cruz, CA	93 / 59	2 : 1 	28 days

Top Posted Occupations

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Child, Family, and School Social Workers	2,458 / 1,086	2 : 1 	27 days
Human Resources Specialists	1,248 / 532	2 : 1 	22 days
Human Resources Assistants, Except Payroll and Timekeeping	1,134 / 459	2 : 1 	22 days
Community and Social Service Specialists, All Other	1,003 / 399	3 : 1 	27 days
Social and Human Service Assistants	582 / 206	3 : 1 	27 days
Human Resources Managers	400 / 154	3 : 1 	28 days
Social and Community Service Managers	55 / 25	2 : 1 	35 days
Labor Relations Specialists	45 / 16	3 : 1 	22 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
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Labor Relations Specialists	45 / 16	3 : 1 	22 days

Top Posted Occupations

Occupation	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Case Worker	1,196 / 558	2 : 1 	24 days
Family / School / General Social Worker	1,262 / 528	2 : 1 	29 days
Human Resources Assistant	1,134 / 459	2 : 1 	22 days
Human Resources / Labor Relations Specialist	901 / 368	2 : 1 	22 days
Social / Human Services Specialist	779 / 299	3 : 1 	26 days
Social / Human Services Assistant	579 / 204	3 : 1 	28 days
Recruiter	392 / 180	2 : 1 	22 days
Human Resources Manager	306 / 123	2 : 1 	29 days
Community / Political Organizer	227 / 102	2 : 1 	27 days
Social / Human Services Manager	55 / 25	2 : 1 	35 days
Chief Human Resources Officer	62 / 19	3 : 1 	28 days
Talent Acquisition / Recruiting Manager	32 / 12	3 : 1 	17 days

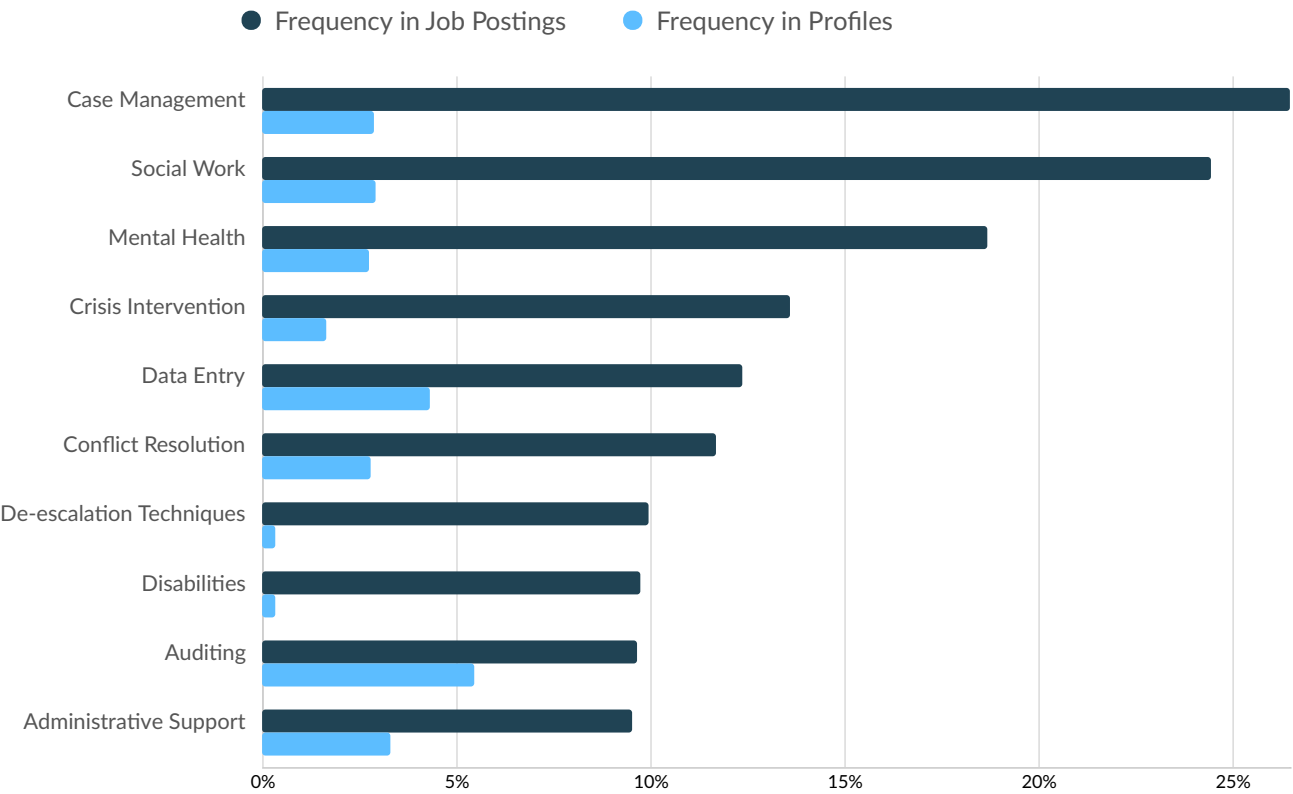
Top Posted Job Titles

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Case Managers	396 / 164	2 : 1 	27 days
Human Resources Assistants	187 / 84	2 : 1 	25 days
Human Resources Coordinators	173 / 67	3 : 1 	23 days
Peer Support Specialists	145 / 64	2 : 1 	24 days
Human Resources Generalists	122 / 55	2 : 1 	29 days
Social Services Assistants	140 / 50	3 : 1 	31 days
Staffing Coordinators	127 / 48	3 : 1 	17 days
Bilingual Case Managers	82 / 45	2 : 1 	18 days
Human Resources Managers	106 / 44	2 : 1 	24 days
Housing Specialists	125 / 39	3 : 1 	33 days

Top Industries

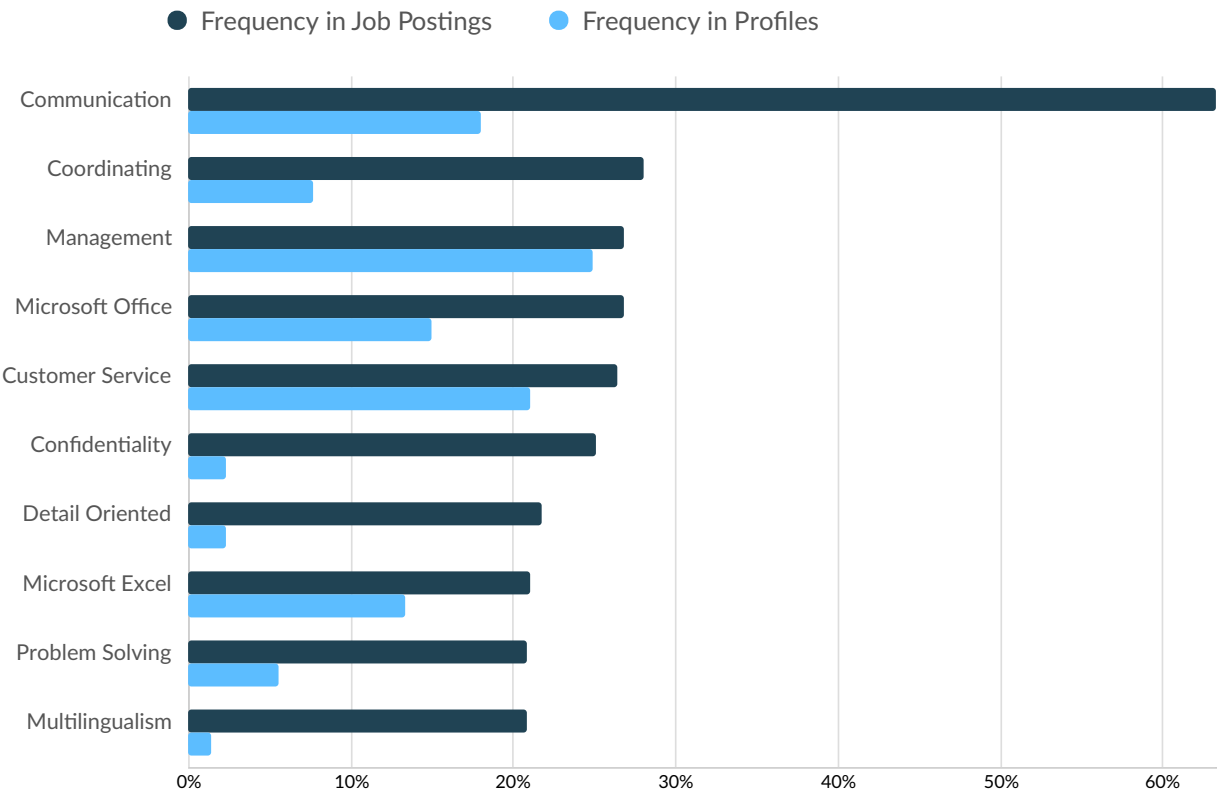
	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Other Individual and Family Services	279 / 137	2 : 1 	25 days
Elementary and Secondary Schools	204 / 126	2 : 1 	19 days
Employment Placement Agencies	212 / 125	2 : 1 	16 days
Child Care Services	337 / 88	4 : 1 	36 days
Religious Organizations	240 / 88	3 : 1 	23 days
Temporary Help Services	151 / 84	2 : 1 	21 days
Temporary Shelters	180 / 78	2 : 1 	26 days
Security Guards and Patrol Services	268 / 68	4 : 1 	27 days
General Medical and Surgical Hospitals	232 / 66	4 : 1 	22 days
Other Activities Related to Credit Intermediation	91 / 64	1 : 1 	33 days

Top Specialized Skills



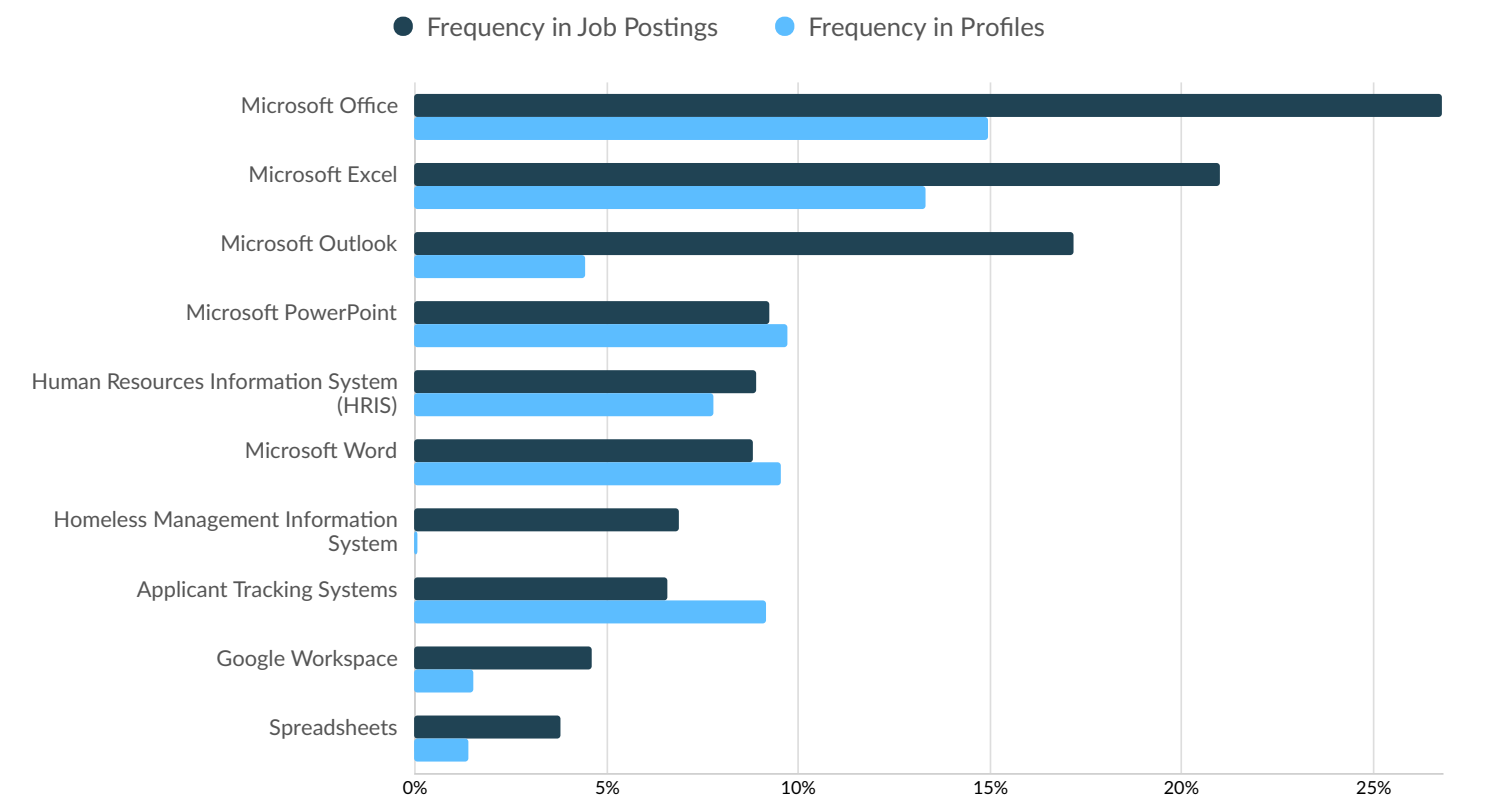
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Case Management	762	26%	3,181	3%	+10.4%	Growing
Social Work	703	24%	3,189	3%	+10.9%	Growing
Mental Health	538	19%	3,000	3%	+15.8%	Growing
Crisis Intervention	391	14%	1,812	2%	+13.8%	Growing
Data Entry	356	12%	4,732	4%	+2.9%	Lagging
Conflict Resolution	336	12%	3,077	3%	+16.6%	Growing
De-escalation Techniques	287	10%	355	0%	+12.6%	Growing
Disabilities	280	10%	388	0%	+16.0%	Growing
Auditing	278	10%	5,996	5%	+20.8%	Rapidly Growing
Administrative Support	274	10%	3,644	3%	+17.3%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	1,821	63%	19,783	18%	+8.5%	Stable
Coordinating	807	28%	8,415	8%	+12.8%	Growing
Management	772	27%	27,300	25%	+5.7%	Stable
Microsoft Office	771	27%	16,434	15%	+16.9%	Growing
Customer Service	760	26%	23,155	21%	+5.0%	Stable
Confidentiality	723	25%	2,577	2%	+7.0%	Stable
Detail Oriented	625	22%	2,537	2%	+8.2%	Stable
Microsoft Excel	605	21%	14,627	13%	+14.8%	Growing
Problem Solving	600	21%	6,165	6%	+11.1%	Growing
Multilingualism	599	21%	1,537	1%	+12.3%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	771	27%	16,434	15%	+16.9%	Growing
Microsoft Excel	605	21%	14,627	13%	+14.8%	Growing
Microsoft Outlook	495	17%	4,882	4%	+22.2%	Rapidly Growing
Microsoft PowerPoint	267	9%	10,684	10%	+19.9%	Rapidly Growing
Human Resources Information System (HRIS)	256	9%	8,574	8%	+12.7%	Growing
Microsoft Word	254	9%	10,505	10%	+6.8%	Stable
Homeless Management Information System	199	7%	76	0%	+7.3%	Stable
Applicant Tracking Systems	190	7%	10,075	9%	+7.0%	Stable
Google Workspace	133	5%	1,672	2%	+17.1%	Rapidly Growing
Spreadsheets	110	4%	1,550	1%	+15.6%	Growing

Top Qualifications

	Postings with Qualification
Valid Driver's License	815
Cardiopulmonary Resuscitation (CPR) Certification	218
First Aid Certification	214
Professional in Human Resources	60
Community Health Worker Certification	49
Certified Alcohol And Drug Counselor (CADC)	49
SHRM-CP (Society for Human Resource Management Certified Professional)	44
Senior Professional In Human Resources	27
Certified Nursing Assistant (CNA)	20
Microsoft Certified Professional	19

Top Advertised Benefits

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Insurance	3,799 / 1,567	2 : 1 	26 days
Retirement and Savings	3,667 / 1,498	2 : 1 	27 days
Paid Leave	3,212 / 1,346	2 : 1 	26 days
Education and Career Development	1,889 / 805	2 : 1 	25 days
Health and Wellness Benefits	1,875 / 742	3 : 1 	26 days
Work-Life Balance	1,109 / 503	2 : 1 	24 days
Other Benefits	1,027 / 368	3 : 1 	25 days
Supplemental Pay	660 / 272	2 : 1 	28 days

Appendix A

Top Posting Sources

Website	Postings on Website (May 2025 - May 2026)
simplyhired.com	1,835
indeed.com	1,269
glassdoor.com	268
diversityjobs.com	189
dejobs.org	165
ultipro.com	149
disabledperson.com	96
icims.com	78
myworkdayjobs.com	70
edjoin.org	58
craigslist.org	52
paycomonline.net	49
governmentjobs.com	43
jobit.com	41
adp.com	30
dayforcehcm.com	27
hercjobs.org	26
aus.com	25
oraclecloud.com	23
careersingovernment.com	22
hrmdirect.com	22
applytojob.com	21
idealist.org	17
higheredjobs.com	16
stanford.edu	16

Appendix B

Sample Postings

Human Resources Assistants — PrideStaff in Moraga, CA (May 2026 - Active)

HR Assistant	
Link to Live Job Posting: jobs.pridestaff.com	
Location: Moraga, CA	O*NET: 43-4161.00
Company: PrideStaff	Job Title: Human Resources Assistants
Human Resources Assistant Location: On-site, Walnut Creek CA region Position Type : Contract 6 month Pay range: \$28-30/ hour (based on experience) Start Date: Immediate Reports To: Human Resources Manager / Chief Human Resources Officer Position Summary Our prestigious customer is looking for a highly organized Human Resources Assistant to provide essential administrative support to the HR department. This role focuses on the "gears" of the department—handling documentation, data entry, and initial employee inquiries. We are specifically looking for a candidate who has worked within government, city, or state agencies , as they will possess the high level of administrative discipline and familiarity with strict regulatory filing required for this position. Key Responsibilities Administrative Support: Provide daily clerical support to the HR team, including scanning, filing, and maintaining complex physical and digital employee records. Public Sector Compliance: Assist in the preparation of documents for state and city audits, ensuring all required government-mandated forms (I-9s, EEO tracking, etc.) are accurate and up to date. Onboarding Coordination: Assist with the logistics of new hire orientation, including preparing packets, verifying identification, and processing background checks. Data Integrity: Enter personnel changes into the HRIS system with a high degree of accuracy, following the strict data-entry protocols typical of government record-keeping. First Point of Contact: Greet visitors and answer initial phone/email inquiries from staff and faculty regarding basic HR policies and procedures. Required Qualifications & Experience Government/City/State Experience:	

2-4 years of administrative experience within a public sector or government office. Familiarity with the rigorous documentation standards.

Education:

High School Diploma required; Associate's or Bachelor's degree preferred.

Organization:

Exceptional attention to detail; the ability to manage high-volume paperwork without errors.

Communication:

Clear, professional verbal and written communication skills suitable for a diverse campus environment. Technical Skills Proficiency in Microsoft Office (Word, Excel, Outlook). Prior experience with HRIS or large-scale database management. Ability to handle confidential information with extreme discretion, following protocols similar to those in municipal or state privacy laws.

Core Competencies Process-Oriented:

You enjoy following established workflows and ensuring every "i" is dotted and "t" is crossed.

Adaptability:

While you appreciate the structure of government work, you are comfortable applying those skills in a fast-paced university setting.

Reliability:

You understand that the HR Assistant is the backbone of the office's daily operations. Join Us. PrideStaff Company Overview PrideStaff is dedicated to helping you succeed! Our team of consultants provides valuable employment market insights and resources to support you on your career journey. We have assisted tens of thousands of individuals in finding exceptional career growth opportunities over the years. At PrideStaff, we prioritize building relationships and advocating for you with our network of employers nationwide. Our recruiters are committed to guiding you with career tools and resources.

Compensation / Pay

Rate (Up to): \$25.00 - \$30.00

Global Badging Coordinator	
Link to Live Job Posting: Posting is no longer active	
Location: Sunnyvale, CA	O*NET: 43-4161.00
Company: Security Industry Specialists	Job Title: Global Coordinators
Global Badging Coordinator SECURITY INDUSTRY SPECIALISTS INC - 3.3 Sunnyvale, CA Job Details Full-time \$29 - \$35 an hour 1 day ago Benefits Dental insurance 401(k) Paid time off Vision insurance Qualifications Microsoft Word Microsoft Excel Phone communication High school diploma or GED Guard Card Phone etiquette Technical Proficiency Full Job Description About the role: The Badging Admin is the first point of contact for all New Hires, Employees and Contractor badge requests. Due to the importance of this role, it is critical for the Badging Admin to be courteous, helpful, organized, ability to multi-task, motivated and have a HIGH level of Customer Service. The Badging Admin acts as a liaison between contractors, employees, security, admin, HR, EHS and other internal departments to ensure all parties are aware of company access control policies and procedures. The Badging Admin must maintain a high degree of communication skills, organization, and professionalism at all times to ensure all access control issues are efficiently resolved. In this role, your responsibilities will be: Manage badging requests and emails in a timely manner Troubleshoot badges Maintain and manage CCURE 9000 access control Support HR during on boarding. Complete and carry out all necessary documentation for Contractor Badge Requests Communicate with the GSOC on new access requests. Excellent knowledge-base of image resizing and photo editing Document monthly and quarterly global badging metrics. Effectively use various software including but not limited to electronic ticketing and management systems and other software packages as needed Maintain current working knowledge of all access and electronic security systems the team uses (access control systems). Review all escalations for accuracy and completeness Participate in system review and problem solving program enhancement including the development, implementation, and support of the access management platform. Responsible for maintaining an inventory of all global badging supplies. As a candidate, you must have: High School Diploma or GED required; some college preferred Active Guard Card with BSIS 3 years of experience in Corporate Badging or equivalent years of training and professional work experience Must have the ability to multitask and remain cordial and professional in stressful situations Must have excellent communication, phone etiquette and people skills Must be technically proficient in Microsoft Word and Excel Demonstrated analytical and problem solving skills Positive attitude and outgoing personality are essential Previous experience in customer service in an admin/receptionist position preferred Previous experience using enterprise access control systems such as Lenel is highly preferred We offer: \$29-35.00/Hourly Rate Health, Dental, Vision, and 401 (k) Paid Time Off including Sick/Safe Time A dynamic and challenging work environment with opportunities for growth Security Industry Specialists, Inc. is an Equal Opportunity Employer	

Program Mgr	
Link to Live Job Posting: Posting is no longer active	
Location: San Francisco, CA	O*NET: 21-1021.00
Company: Good Samaritan Family Resource Center Of San Francisco	Job Title: Program Managers
Program Mgr San Francisco, CA Job Details Full-time \$70,000 - \$85,000 a year 1 day ago Benefits Paid holidays Health insurance Dental insurance Vision insurance 401(k) matching	
Qualifications Driver's License Full Job Description Job Description Program Manager:	
Bryant Elementary Beacon Reports To:	
Bryant Elementary Beacon Director Classifications:	
Full-Time FLSA 1 :	
Exempt Rate:	
70k - 85k Annual Salary (DOE)	
Hours Per Week:	
40	
Benefits Eligible:	
Yes (Medical, Dental, Vision, 401k + Employer Match, Vacation & Floating Paid Holidays)	
Department:	
Youth Services Work Location:	
Bryant Elementary School Start Date:	
7/1/2026 The Organization Good Samaritan Family Resource Center (GSFRC) is an innovative multi-service non-profit agency located in San Francisco's Mission District. Its mission is to help families access needed services, develop self-sufficiency, and participate fully as members of the community. Our staff is a diverse and talented team willing to take innovative and unique approaches to help children, youth and families thrive and succeed. Program Summary A comprehensive Beacon Community School Model at Bryant School Elementary School. The Good Samaritan FRC Beacon for all TK-5th grade students at Bryant Elementary School fosters and facilitates programs and systems that utilize the San Francisco Beacon Community School Model that is student-centered and provides a safe and supportive culture and climate. We utilize comprehensive strategies for youth development, family partnerships, school transitions, and behavioral health and wellness; providing out of school time and school day academic supports and interventions, enrichment programing, summer learning camp, and opportunities for families to fully engage in their child's academic journey and school community. Position Summary The Program Manager oversees the day-to-day operations of the Community School Beacon Program located on the campus of SFUSD's Bryant Elementary School and directly supervises approximately 6 program staff. Working closely with and under the guidance of the Beacon Director, the Program Manager helps	

ensure the delivery of high-quality programming grounded in youth development best practices. This role supports staff development and program implementation while contributing to the overall goals of the Bryant Beacon. The Program Manager helps coordinate school-day and out-of-school-time programming that provides youth development and academic support for students, strengthens family engagement and skill-building, assists families in navigating the school system, and fosters stronger connections between participating youth, their families, and the broader community. Specific Responsibilities Manages day-to-day operations of the Bryant Beacon Program. Fosters a positive, inclusive, and growth-oriented site culture Provides supervision in accordance with organizational policies and applicable employment laws to ensure compliance with HR standards, documentation requirements, and performance management protocols. Writes work plans, creates and maintains schedules, supports staff with developing curriculum and leading academic and enrichment activities for the school day, expanded learning and summer programs. Coaches and mentors staff, facilitates team meetings, and supports professional development Performs administrative and operational tasks such as data reporting, scheduling, attendance tracking, and effective parent and school communication. Sustains and fosters collaborative relationships and communication with school faculty and administration. Participates in scheduled meetings and agency events as needed. Assists the Director to ensure compliance with DCYF, ExCEL, SF Beacon Initiative, and SFUSD requirements Assists the Director with ongoing program evaluation, quality improvement, and required reporting Maintains accurate program records and documentation Upholds and enforces all safety policies and procedures Fulfills all ExCEL Site Coordinator responsibilities Serves as a van driver and chaperone on field trips Represents and advances GSFRC's mission, values, and culture Other Responsibilities Keeps the mission and values of GSFRC and the Beacon Community School Model in alignment and at the forefront of all programmatic decisions. Participates in scheduled Good Samaritan Team meetings and agency events as needed. Participates in GSFRC fundraising events and other key organizational events, as needed. Represents the mission and vision of GSFRC at city-wide cohorts, meetings, and committees Serves as a positive, solution-oriented leader of GSFRC Bryant Elementary Beacon Site. Attends and participates in regular staff and supervision meetings. Ensures accurate, complete, and timely preparation of HR documentation as requested and oversees approval of bi-weekly timesheets of staff. Additional responsibilities as assigned by the Beacon Director. Minimum Qualifications Bachelor's degree or equivalent with 5+ years of related experience and success working in youth programs and services preferred High school diploma or equivalent AND passed SFUSD District Instructional Aide Exam; OR High school diploma or equivalent AND passed CBEST; OR High school diploma or equivalent AND 48 college units (official transcripts required); OR associate degree or higher. Strong understanding of youth development, equity, cultural and community-based work Experience working in schools and with diverse communities Desired Qualifications CPR/First Aid certification preferred Bilingual (Spanish and English) preferred Requirements Must complete a full background check (Department of Justice, FBI, Child Abuse Index) after conditional offer is made. Must have TB clearance Requires a valid California Driver's License and clean driving record Must complete and maintain current California Mandated Reporter Training certification, in compliance with California state law. Physical Requirements This position is set in a school and community environment. The physical and environmental demands described in job description are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

HOW TO APPLY

Please apply by submitting your resume to " " or you may visit our website at www.goodsamfrc.org. Good Samaritan Family Resource Center is an Equal Opportunity Employer Pursuant to the San Francisco Fair Chance Ordinance, we will consider for employment qualified applicants with arrest and conviction records. Employment is contingent upon meeting the above minimum qualification and verification of previous employment and education.

Recruiters — ManpowerGroup in San Jose, CA (Apr 2026 - May 2026)

Recruiter	
Link to Live Job Posting: Posting is no longer active	
Location: San Jose, CA	O*NET: 13-1071.00
Company: ManpowerGroup	Job Title: Recruiters
A Recruiter is responsible for putting people to work, helping them get ahead, and connecting their skills to clients. Drives all aspects of the full cycle recruitment process while providing an exceptional experience and service to our candidates, associates, and clients. Making an Impact • Identify, assess, place, and manage and advance a diverse talent portfolio of associates and professionals. • Identify roadblocks in client delivery and proactively solution with appropriate stakeholders. • Develop relationships with hiring managers on existing accounts to secure future and expanded opportunities within the ManpowerGroup umbrella. • Understand and educate others on the dynamics of the local market, labor, and workforce management in your market. • Assist with driving sales activity in market. Probing for additional business with clients, key skilling top talent profiles to new clients, and engaging with high demand clients in the market. Maintain accurate and up-to-date candidate records in the applicant tracking system (ATS) or recruitment database. • Collaborate with hiring managers to understand their staffing needs, develop job descriptions, and establish recruitment strategies. • Build and maintain relationships with internal stakeholders, including hiring managers, to ensure alignment on staffing priorities and timelines. • Stay informed about industry trends, best practices, and legal requirements related to recruitment and staffing. Your Typical Day and Other Key Details • Source and attract candidates using a variety of methods such as job postings, social media, networking events, referrals, and outreach campaigns. • Review resumes and applications to identify potential candidates that meet the position's qualifications and requirements. • Conduct initial phone screens and interviews to assess candidates' skills, experience, and fit for the role. • Coordinate and schedule interviews between candidates and hiring managers. • Provide guidance and support to candidates throughout the recruitment process, including interview preparation and post-interview feedback. • Engage with community partners and attend local networking events to broaden brand exposure. • Role will require weekly client visits and onsite check-ins for high volume clients. • Hosting job fairs/ recruitment events in the market. • Maintain data in applicant tracking system. Other Details Required Industry: 1 year in recruiting, customer service, and/or sales Education: High school diploma or equivalent Nice to Have Education: Associate or bachelor's degree. Technical:	

Technical:

Experience or exposure in an Applicant Tracking System (e.g. Taleo, Avature, JobApp, Bullhorn) ManpowerGroup is proud to be an equal opportunity affirmative action workplace. We celebrate diversity and are committed to providing an inclusive environment for all employees. Qualified applicants will receive consideration for employment without regard to race, religion, creed, color, national origin, citizenship, marital status, pregnancy (including childbirth, lactation and related medical conditions), age, gender, gender identity or expression, sexual orientation, protected veteran status, political ideology, ancestry, the presence of any physical, sensory, or mental disabilities, or other legally protected status. A strong commitment is made by each employee and is necessary to ensure equal employment opportunity for all. ManpowerGroup is an inclusive workplace that will recruit, hire, train, and promote persons of all job titles, and ensure all other personnel actions are administered without regard to non-merit-based characteristics of individuals. Reasonable accommodation during the interview process can be provided. Contact talentacquisition@manpowergroup.com for assistance.

- Job:
- _Human Resources_
- Organization:
- _ManpowerGroup_
- Title:
- _Recruiter_
- Location:
- _CA-San Jose_
- Requisition ID:
- _0034138_

Recruiters — ManpowerGroup in San Jose, CA (Apr 2026 - May 2026)

Recruiter - 0034138	
Link to Live Job Posting: Posting is no longer active	
Location: San Jose, CA	O*NET: 13-1071.00
Company: ManpowerGroup	Job Title: Recruiters
Recruiter - 0034138 US-CA-San Jose Worker Location : On-Site Description A Recruiter is responsible for putting people to work, helping them get ahead, and connecting their skills to clients. Drives all aspects of the full cycle recruitment process while providing an exceptional experience and service to our candidates, associates, and clients. Making an Impact Identify, assess, place, and manage and advance a diverse talent portfolio of associates and professionals. Identify roadblocks in client delivery and proactively solution with appropriate stakeholders. Develop relationships with hiring managers on existing accounts to secure future and expanded opportunities within the ManpowerGroup umbrella. Understand and educate others on the dynamics of the local market, labor, and workforce management in your market. Assist with driving sales activity in market. Probing for additional business with clients, key skilling top talent profiles to new clients, and engaging with high demand clients in the market. Maintain accurate and up-to-date candidate records in the applicant tracking system (ATS) or recruitment database. Collaborate with hiring managers to understand their staffing needs, develop job descriptions, and establish recruitment strategies. Build and maintain relationships with internal stakeholders, including hiring managers, to ensure alignment on staffing priorities and timelines. Stay informed about industry trends, best practices, and legal requirements related to recruitment and staffing. Your Typical Day and Other Key Details Source and attract candidates using a variety of methods such as job postings, social media, networking events, referrals, and outreach campaigns. Review resumes and applications to identify potential candidates that meet the position's qualifications and requirements. Conduct initial phone screens and interviews to assess candidates' skills, experience, and fit for the role. Coordinate and schedule interviews between candidates and hiring managers. Provide guidance and support to candidates throughout the recruitment process, including interview preparation and post-interview feedback. Engage with community partners and attend local networking events to broaden brand exposure. Role will require weekly client visits and onsite check-ins for high volume clients. Hosting job fairs/ recruitment events in the market. Maintain data in applicant tracking system. Other Details Qualifications Required Industry: 1+ year in recruiting, customer service, and/or sales Education: High school diploma or equivalent Nice to Have Education: Associate or bachelor's degree. Technical: Experience or exposure in an Applicant Tracking System (e.g. Taleo, Avature, JobApp, Bullhorn) ManpowerGroup is proud to be an equal opportunity affirmative action workplace. We celebrate diversity and are committed to providing an inclusive environment for all employees. Qualified applicants will receive consideration for employment without regard to race, religion, creed, color, national origin, citizenship, marital status, pregnancy (including childbirth, lactation and related medical conditions), age, gender, gender identity or expression, sexual orientation,	

status, pregnancy (including childbirth, lactation and related medical conditions), age, gender, gender identity or expression, sexual orientation, protected veteran status, political ideology, ancestry, the presence of any physical, sensory, or mental disabilities, or other legally protected status. A strong commitment is made by each employee and is necessary to ensure equal employment opportunity for all. ManpowerGroup is an inclusive workplace that will recruit, hire, train, and promote persons of all job titles, and ensure all other personnel actions are administered without regard to non-merit-based characteristics of individuals. Reasonable accommodation during the interview process can be provided. Contact talentacquisition@manpowergroup.com for assistance.

Travel :

Yes, 10 % of the

Time Organization :

ManpowerGroup Job :

Human Resources

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
13-1071	Human Resources Specialists
11-3121	Human Resources Managers
43-4161	Human Resources Assistants, Except Payroll and Timekeeping
13-1075	Labor Relations Specialists
21-1099	Community and Social Service Specialists, All Other

Code	Description
11-9151	Social and Community Service Managers
21-1093	Social and Human Service Assistants
21-1021	Child, Family, and School Social Workers
19-3041	Sociologists

Regions:

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

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

Advertised Salary: Include all postings regardless

Minimum Experience Required: Any

STARs Relevant: Include all postings regardless

Education Level:

Description
High school or GED
Associate's degree

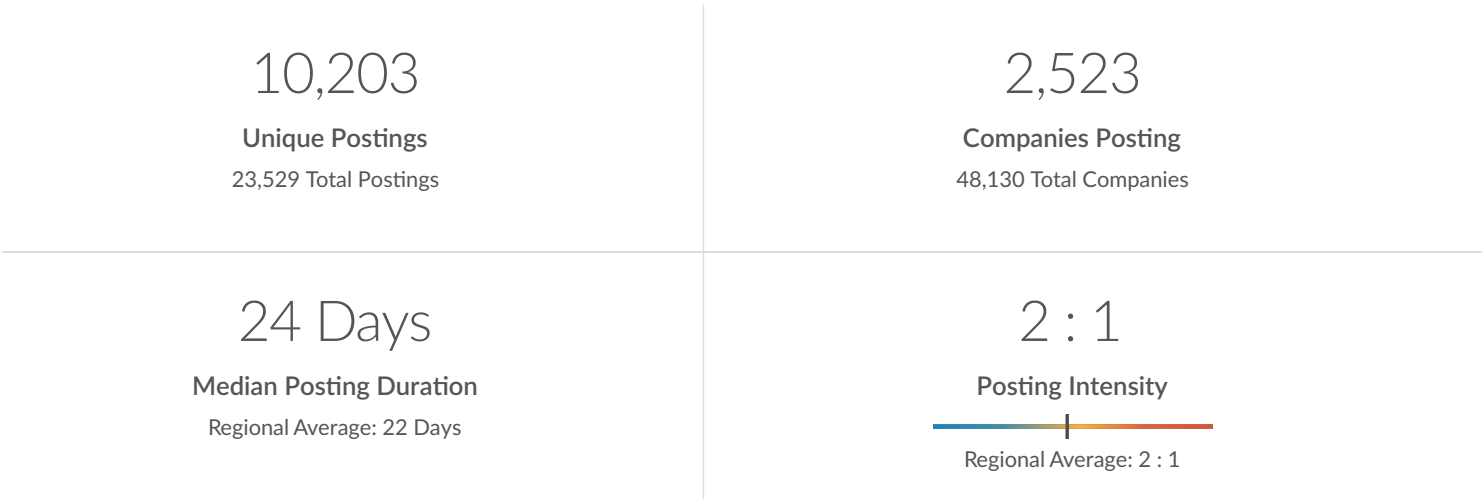
Description
Bachelor's degree

Job Type: Include Internships

Keyword Search:

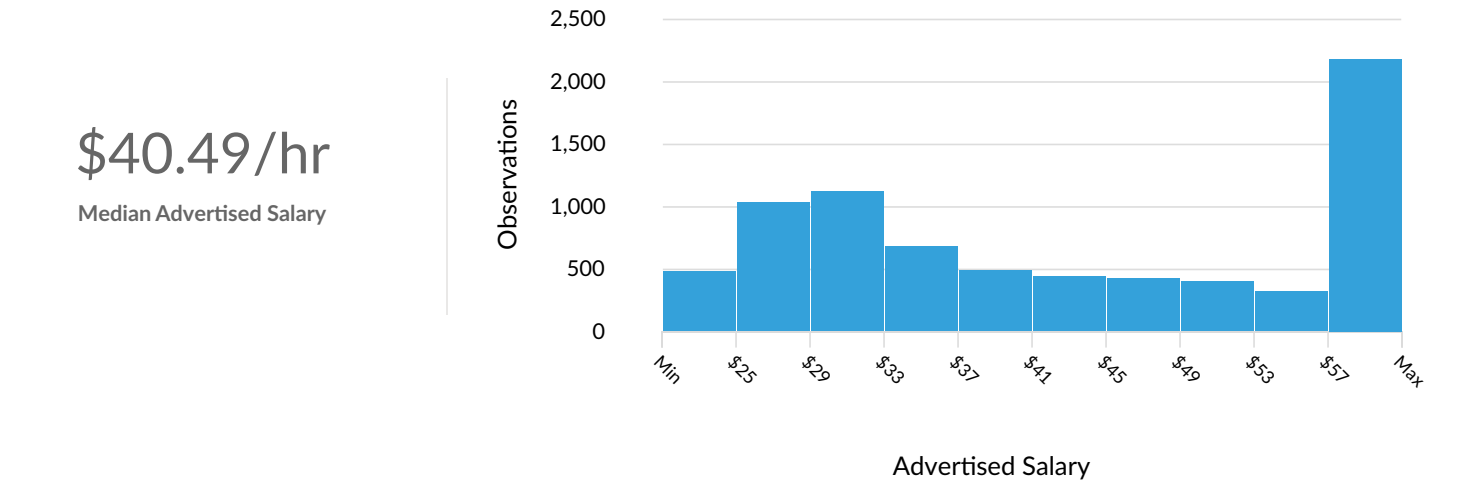
Posting Type: Newly Posted

Job Postings Overview



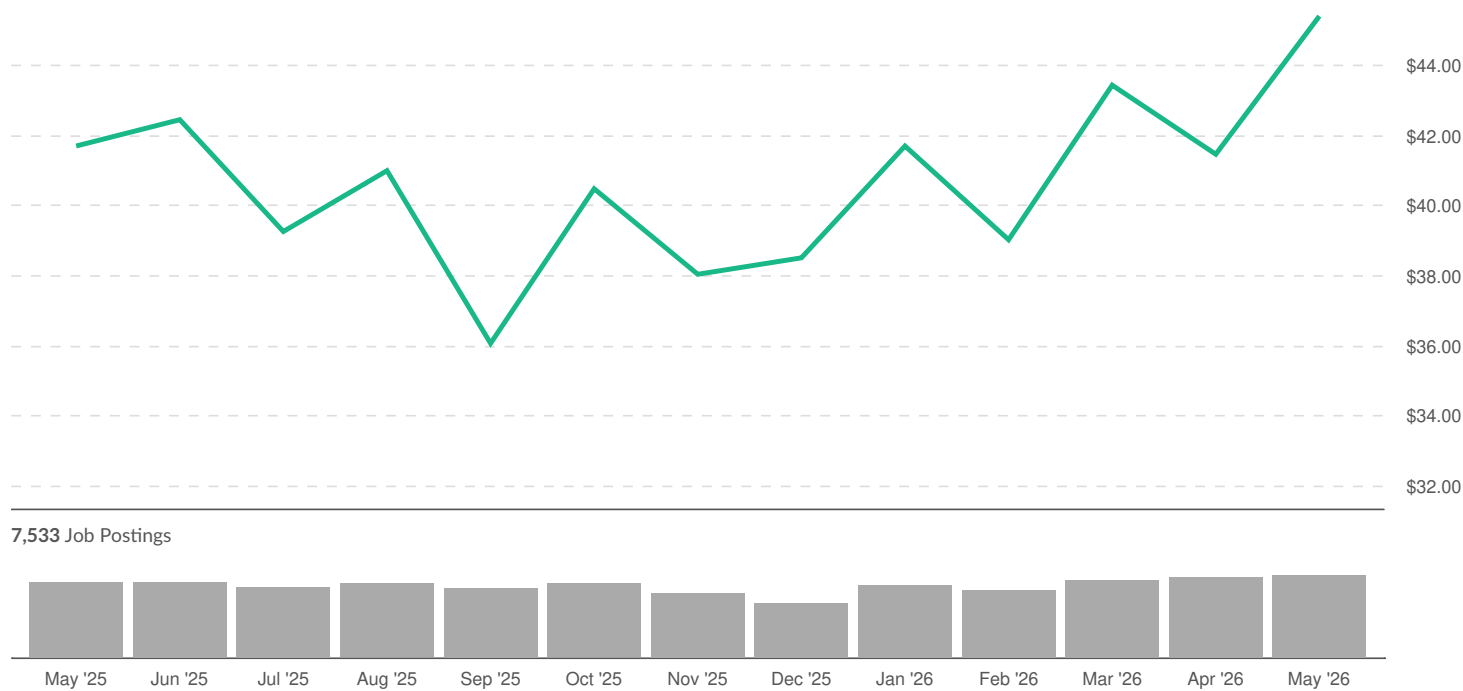
Advertised Salary

There are 7,533 advertised salary observations (74% of the 10,203 matching postings).

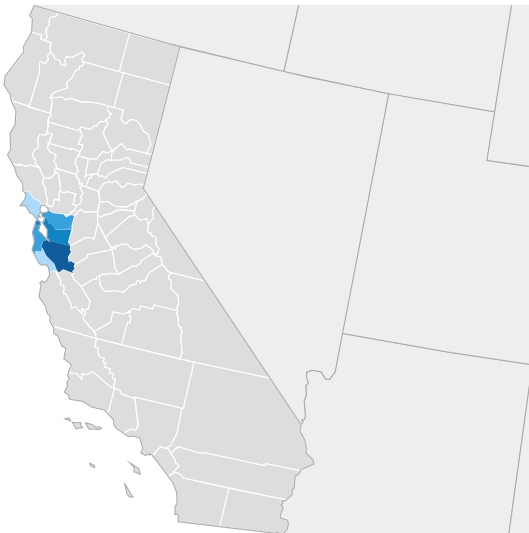


Advertised Salary Trend

▲ 8.8% May 2025 – May 2026
\$40.49 Median

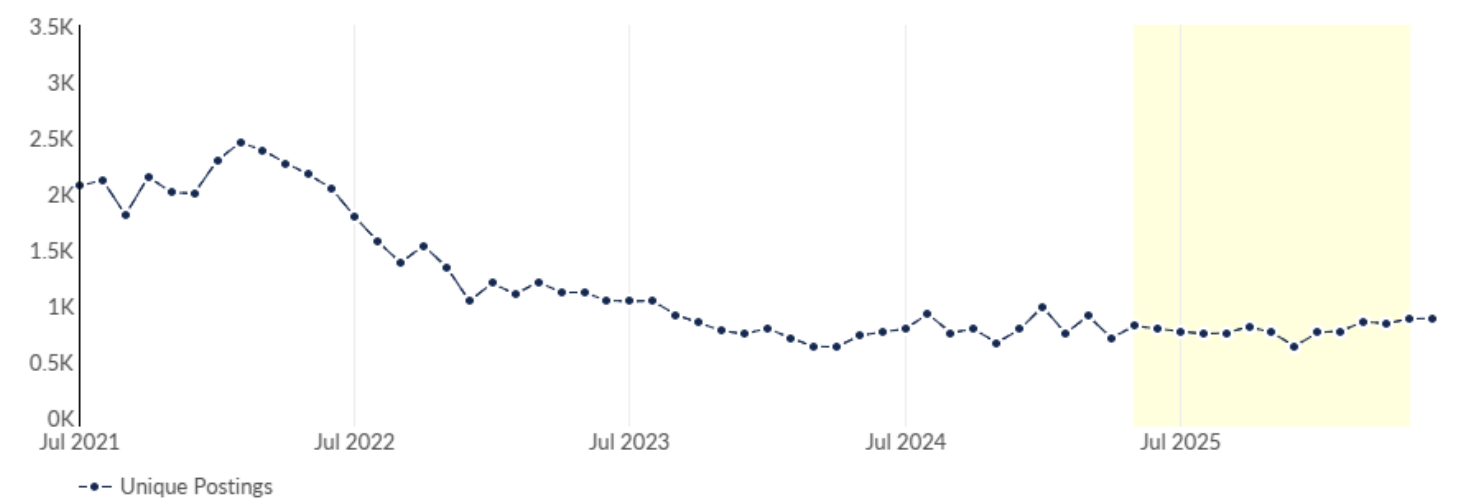


Job Postings Regional Breakdown



County	Unique Postings (May 2025 - May 2026)
Santa Clara County, CA	3,112
Alameda County, CA	2,417
San Francisco County, CA	2,264
San Mateo County, CA	995
Contra Costa County, CA	890

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2026	886	2 : 1
May 2026	882	2 : 1
Apr 2026	840	2 : 1
Mar 2026	856	3 : 1
Feb 2026	772	2 : 1
Jan 2026	759	2 : 1
Dec 2025	636	2 : 1
Nov 2025	760	2 : 1
Oct 2025	811	2 : 1
Sep 2025	756	2 : 1
Aug 2025	748	2 : 1
Jul 2025	770	2 : 1
Jun 2025	794	2 : 1
May 2025	819	2 : 1
Apr 2025	709	3 : 1
Mar 2025	908	3 : 1
Feb 2025	754	3 : 1
Jan 2025	989	3 : 1
Dec 2024	787	3 : 1
Nov 2024	667	3 : 1

Oct 2024	791	3 : 1
Sep 2024	757	3 : 1
Aug 2024	925	3 : 1
Jul 2024	790	3 : 1
Jun 2024	766	3 : 1
May 2024	729	2 : 1
Apr 2024	630	2 : 1
Mar 2024	636	2 : 1
Feb 2024	711	3 : 1
Jan 2024	797	2 : 1
Dec 2023	746	5 : 1
Nov 2023	776	4 : 1
Oct 2023	847	3 : 1
Sep 2023	918	3 : 1
Aug 2023	1,043	3 : 1
Jul 2023	1,038	3 : 1
Jun 2023	1,045	3 : 1
May 2023	1,117	3 : 1
Apr 2023	1,118	3 : 1
Mar 2023	1,211	3 : 1
Feb 2023	1,101	3 : 1
Jan 2023	1,200	3 : 1
Dec 2022	1,041	3 : 1
Nov 2022	1,345	3 : 1
Oct 2022	1,535	3 : 1
Sep 2022	1,383	3 : 1
Aug 2022	1,572	3 : 1
Jul 2022	1,794	3 : 1
Jun 2022	2,043	3 : 1
May 2022	2,170	3 : 1
Apr 2022	2,271	3 : 1

Mar 2022	2,387	3 : 1
Feb 2022	2,456	3 : 1
Jan 2022	2,295	3 : 1
Dec 2021	2,003	3 : 1
Nov 2021	2,009	4 : 1
Oct 2021	2,152	5 : 1
Sep 2021	1,810	4 : 1
Aug 2021	2,121	4 : 1
Jul 2021	2,068	4 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	0	0%
High school or GED	2,103	21%
Associate's degree	1,326	13%
Bachelor's degree	8,642	85%
Master's degree	2,023	20%
Ph.D. or professional degree	219	2%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	2,103	0	21%
Associate's degree	774	249	8%
Bachelor's degree	7,326	1,126	72%
Master's degree	0	1,855	0%
Ph.D. or professional degree	0	219	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	2,377	23%
0 - 1 Years	1,284	13%
2 - 3 Years	3,223	32%
4 - 6 Years	2,004	20%
7 - 9 Years	729	7%
10+ Years	586	6%

Top Companies Posting

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Robert Half	206 / 104	2 : 1 	22 days
EMIT Learning	103 / 97	1 : 1 	30 days
Homefirst Agency	122 / 85	1 : 1 	34 days
Stanford University	277 / 83	3 : 1 	23 days
Google	293 / 76	4 : 1 	28 days
Right At School	315 / 76	4 : 1 	39 days
Abode Services	208 / 71	3 : 1 	38 days
Episcopal Community Services Of San Francisco	183 / 66	3 : 1 	23 days
Adecco	95 / 65	1 : 1 	17 days
YMCA	133 / 63	2 : 1 	28 days

Top Cities Posting

City	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
San Francisco, CA	5,391 / 2,274	2 : 1 	24 days
San Jose, CA	3,089 / 1,290	2 : 1 	24 days
Oakland, CA	1,812 / 757	2 : 1 	23 days
Santa Clara, CA	966 / 432	2 : 1 	22 days
Mountain View, CA	808 / 343	2 : 1 	24 days
Fremont, CA	764 / 326	2 : 1 	26 days
Palo Alto, CA	544 / 287	2 : 1 	27 days
Sunnyvale, CA	782 / 253	3 : 1 	21 days
San Mateo, CA	533 / 237	2 : 1 	26 days
Hayward, CA	490 / 221	2 : 1 	26 days

Top Posted Occupations

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Human Resources Specialists	6,551 / 3,058	2 : 1 	22 days
Child, Family, and School Social Workers	5,710 / 2,575	2 : 1 	28 days
Human Resources Managers	6,026 / 2,420	2 : 1 	24 days
Human Resources Assistants, Except Payroll and Timekeeping	1,980 / 828	2 : 1 	23 days
Community and Social Service Specialists, All Other	1,790 / 742	2 : 1 	29 days
Social and Human Service Assistants	745 / 274	3 : 1 	27 days
Social and Community Service Managers	410 / 183	2 : 1 	22 days
Labor Relations Specialists	317 / 123	3 : 1 	21 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Human Resources Specialists	6,551 / 3,058	2 : 1 	22 days
Child, Family, and School Social Workers	5,710 / 2,575	2 : 1 	28 days
Human Resources Managers	6,026 / 2,420	2 : 1 	24 days
Human Resources Assistants, Except Payroll and Timekeeping	1,980 / 828	2 : 1 	23 days
Community and Social Service Specialists, All Other	1,790 / 742	2 : 1 	29 days
Social and Human Service Assistants	745 / 274	3 : 1 	27 days
Social and Community Service Managers	410 / 183	2 : 1 	22 days
Labor Relations Specialists	317 / 123	3 : 1 	21 days

Top Posted Occupations

Occupation	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Human Resources / Labor Relations Specialist	4,425 / 1,974	2 : 1 	23 days
Human Resources Manager	4,936 / 1,899	3 : 1 	26 days
Case Worker	2,834 / 1,288	2 : 1 	28 days
Family / School / General Social Worker	2,876 / 1,287	2 : 1 	28 days
Recruiter	2,443 / 1,207	2 : 1 	22 days
Human Resources Assistant	1,980 / 828	2 : 1 	23 days
Social / Human Services Specialist	1,338 / 533	3 : 1 	28 days
Talent Acquisition / Recruiting Manager	651 / 335	2 : 1 	17 days
Social / Human Services Assistant	724 / 264	3 : 1 	27 days
Community / Political Organizer	473 / 219	2 : 1 	30 days
Chief Human Resources Officer	439 / 186	2 : 1 	22 days
Social / Human Services Manager	410 / 183	2 : 1 	22 days

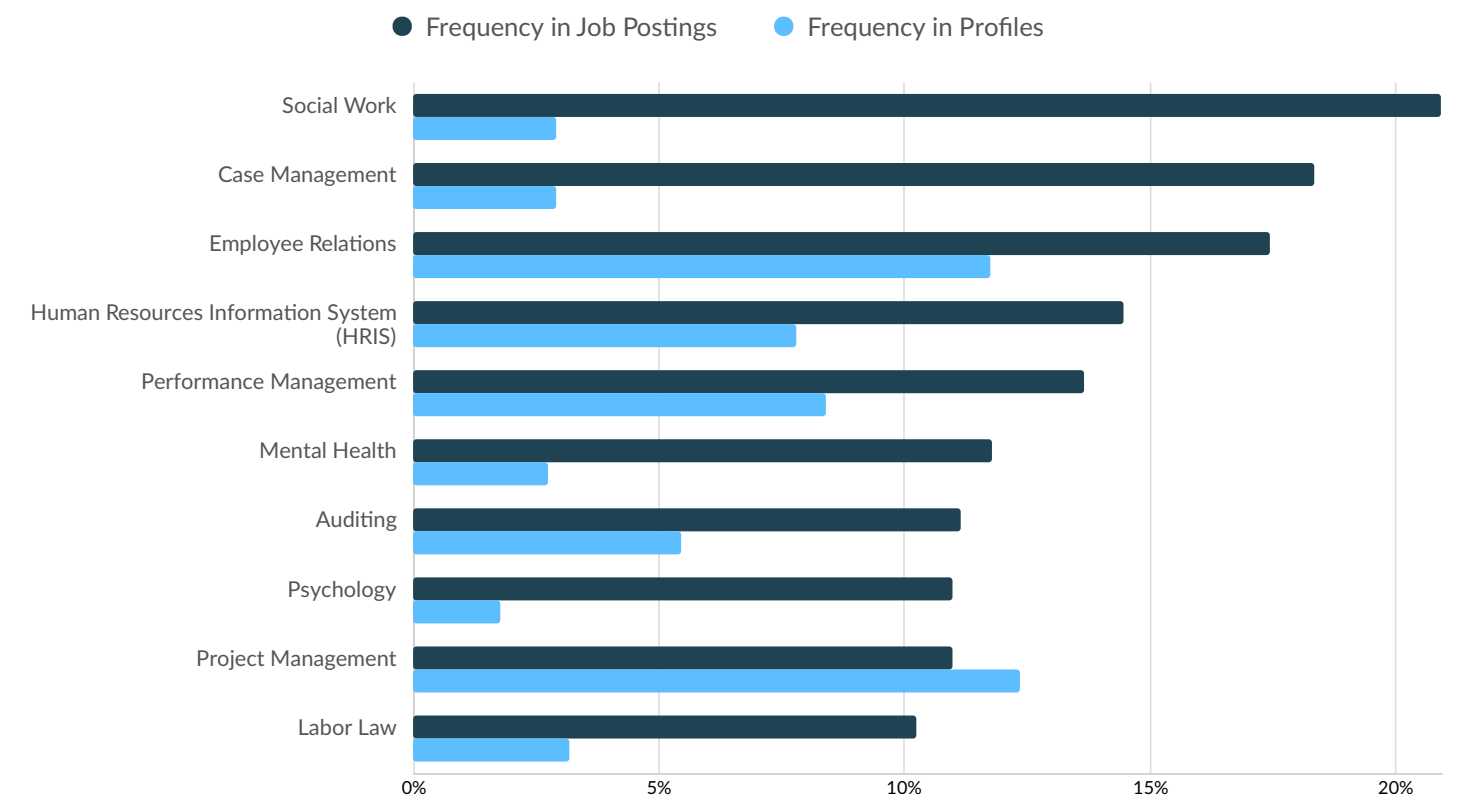
Top Posted Job Titles

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Human Resources Generalists	804 / 393	2 : 1 	25 days
Case Managers	843 / 366	2 : 1 	29 days
Human Resources Business Partners	889 / 257	3 : 1 	25 days
Human Resources Managers	511 / 253	2 : 1 	25 days
Social Workers	318 / 227	1 : 1 	30 days
Recruiters	383 / 197	2 : 1 	19 days
Directors of Human Resources	377 / 169	2 : 1 	20 days
Human Resources Coordinators	377 / 164	2 : 1 	24 days
Technical Recruiters	206 / 103	2 : 1 	17 days
Human Resources Assistants	213 / 97	2 : 1 	23 days

Top Industries

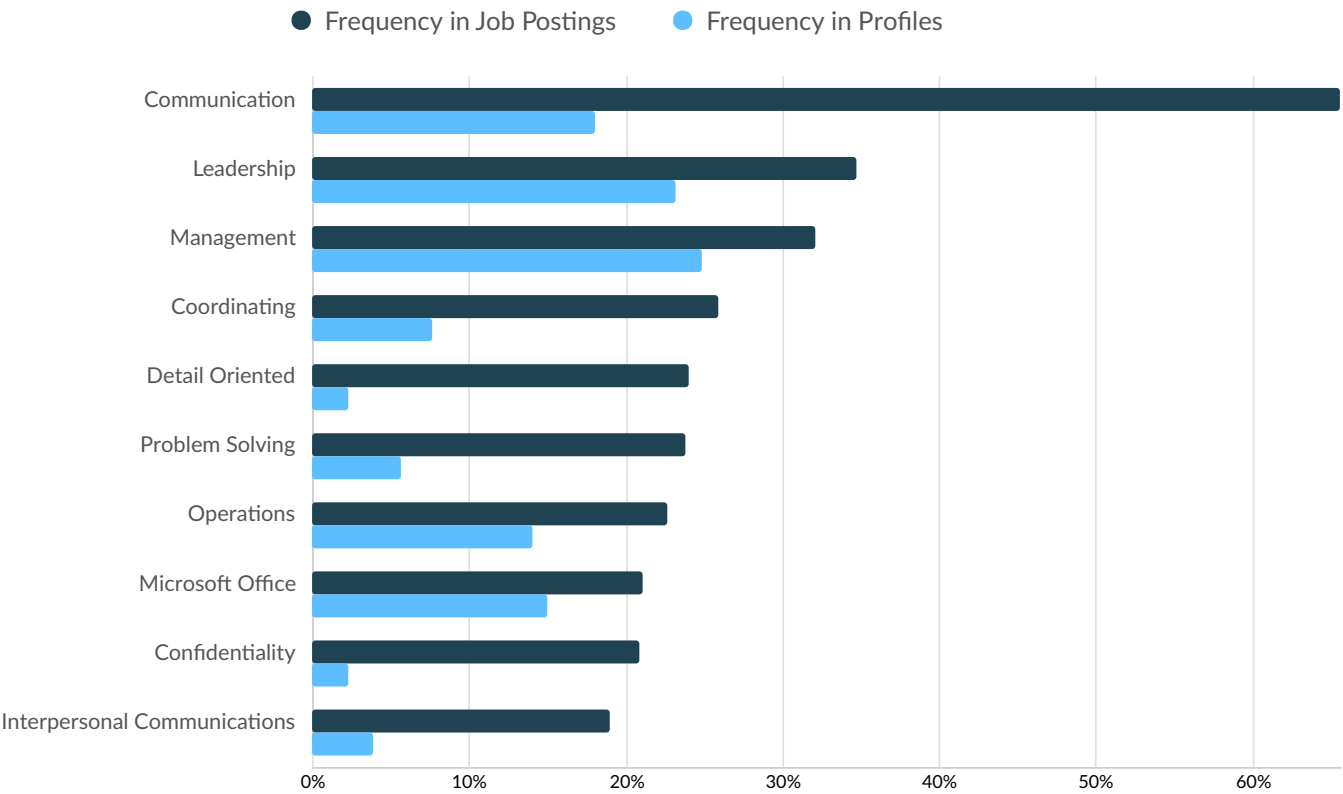
	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Employment Placement Agencies	1,268 / 722	2 : 1 	17 days
Other Individual and Family Services	706 / 312	2 : 1 	28 days
Colleges, Universities, and Professional Schools	930 / 276	3 : 1 	24 days
Temporary Help Services	473 / 268	2 : 1 	19 days
Elementary and Secondary Schools	403 / 236	2 : 1 	21 days
General Medical and Surgical Hospitals	553 / 195	3 : 1 	20 days
Software Publishers	405 / 189	2 : 1 	21 days
Custom Computer Programming Services	329 / 164	2 : 1 	23 days
All Other Miscellaneous Ambulatory Health Care Services	275 / 131	2 : 1 	22 days
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	308 / 128	2 : 1 	23 days

Top Specialized Skills



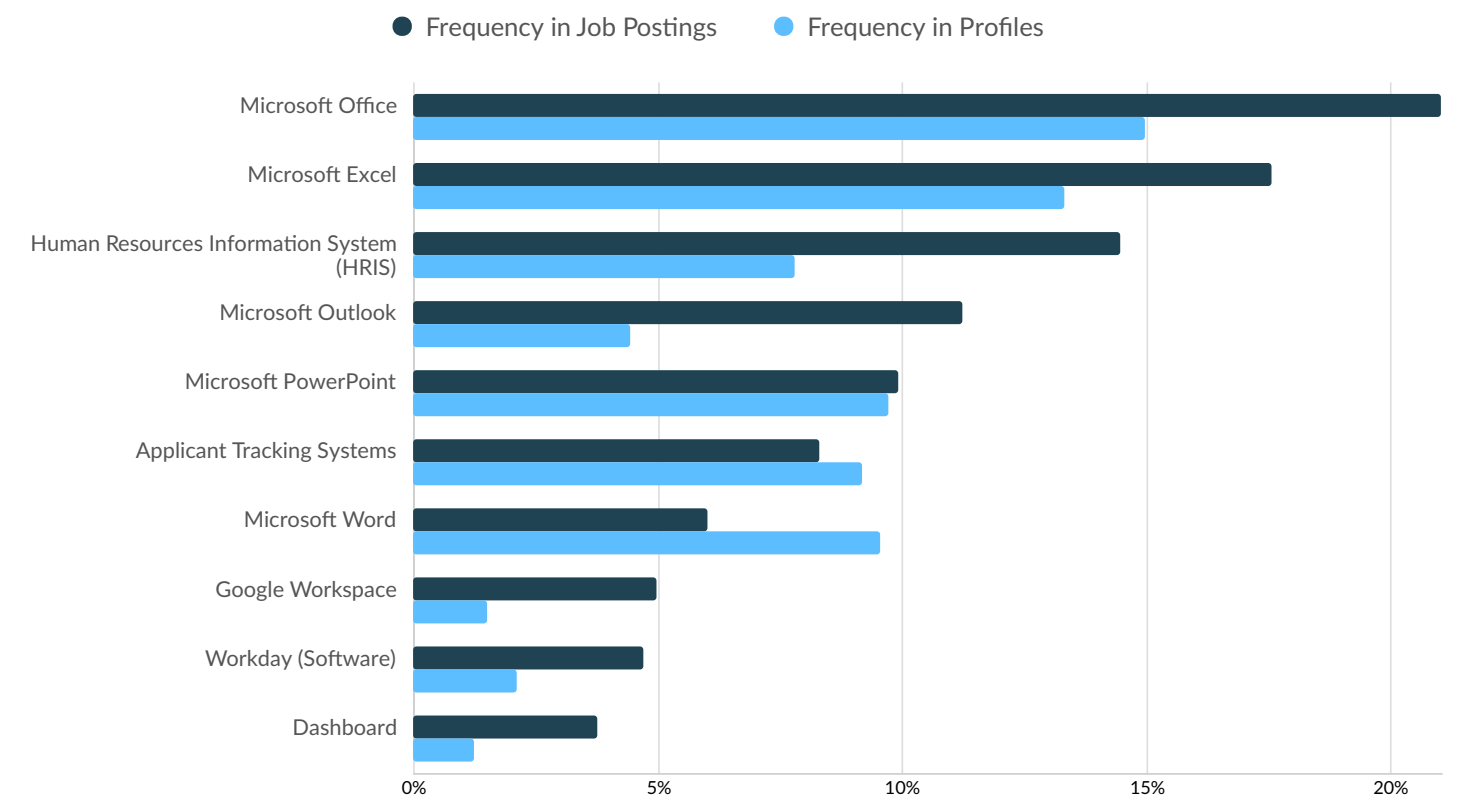
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Social Work	2,137	21%	3,189	3%	+10.9%	Growing
Case Management	1,874	18%	3,181	3%	+10.4%	Growing
Employee Relations	1,782	17%	12,899	12%	+20.9%	Rapidly Growing
Human Resources Information System (HRIS)	1,477	14%	8,571	8%	+12.7%	Growing
Performance Management	1,395	14%	9,223	8%	+16.4%	Growing
Mental Health	1,204	12%	3,000	3%	+15.8%	Growing
Auditing	1,138	11%	5,996	5%	+20.8%	Rapidly Growing
Psychology	1,123	11%	1,943	2%	+9.2%	Growing
Project Management	1,121	11%	13,556	12%	+19.4%	Rapidly Growing
Labor Law	1,045	10%	3,486	3%	+9.7%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	6,692	66%	19,783	18%	+8.5%	Stable
Leadership	3,547	35%	25,460	23%	+9.5%	Growing
Management	3,274	32%	27,300	25%	+5.7%	Stable
Coordinating	2,645	26%	8,415	8%	+12.8%	Growing
Detail Oriented	2,453	24%	2,537	2%	+8.2%	Stable
Problem Solving	2,427	24%	6,165	6%	+11.1%	Growing
Operations	2,314	23%	15,415	14%	+8.8%	Stable
Microsoft Office	2,147	21%	16,434	15%	+16.9%	Growing
Confidentiality	2,133	21%	2,577	2%	+7.0%	Stable
Interpersonal Communications	1,943	19%	4,243	4%	+11.9%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	2,147	21%	16,434	15%	+16.9%	Growing
Microsoft Excel	1,794	18%	14,627	13%	+14.8%	Growing
Human Resources Information System (HRIS)	1,477	14%	8,574	8%	+12.7%	Growing
Microsoft Outlook	1,148	11%	4,882	4%	+22.2%	Rapidly Growing
Microsoft PowerPoint	1,014	10%	10,684	10%	+19.9%	Rapidly Growing
Applicant Tracking Systems	850	8%	10,075	9%	+7.0%	Stable
Microsoft Word	614	6%	10,505	10%	+6.8%	Stable
Google Workspace	508	5%	1,672	2%	+17.1%	Rapidly Growing
Workday (Software)	480	5%	2,323	2%	+11.3%	Growing
Dashboard	386	4%	1,365	1%	+24.9%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Valid Driver's License	1,764
Professional in Human Resources	740
Senior Professional In Human Resources	524
SHRM-CP (Society for Human Resource Management Certified Professional)	474
Cardiopulmonary Resuscitation (CPR) Certification	375
First Aid Certification	335
SHRM-SCP (Society for Human Resource Management Senior Certified Professional)	281
Master Of Business Administration (MBA)	258
Licensed Clinical Social Worker (LCSW)	83
Certified Alcohol And Drug Counselor (CADC)	65

Top Advertised Benefits

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Insurance	11,719 / 5,228	2 : 1 	25 days
Retirement and Savings	11,373 / 4,983	2 : 1 	25 days
Paid Leave	10,591 / 4,746	2 : 1 	26 days
Education and Career Development	6,646 / 2,901	2 : 1 	26 days
Health and Wellness Benefits	5,290 / 2,186	2 : 1 	27 days
Work-Life Balance	3,316 / 1,423	2 : 1 	24 days
Supplemental Pay	3,208 / 1,326	2 : 1 	28 days
Other Benefits	2,531 / 1,014	2 : 1 	28 days

Appendix A

Top Posting Sources

Website	Postings on Website (May 2025 - May 2026)
simplyhired.com	5,448
indeed.com	3,536
dejobs.org	1,046
diversityjobs.com	881
glassdoor.com	684
disabledperson.com	678
myworkdayjobs.com	424
ultipro.com	208
greenhouse.io	179
governmentjobs.com	175
icims.com	168
schoolspring.com	154
hercjobs.org	148
smartrecruiters.com	121
paycomonline.net	110
craigslist.org	104
fairygodboss.com	100
adp.com	95
careersingovernment.com	95
edjoin.org	89
jobit.com	86
oraclecloud.com	84
idealist.org	83
scholarshipdb.net	78
talentally.com	66

Appendix B

Sample Postings

Credentialing Coordinator/provider Enrollment

Link to Live Job Posting: Posting is no longer active

Location: Mountain View, CA

O*NET: 13-1071.00

Company: TEKsystems

Job Title: Provider Enrollment Credentialing Specialists

Description Prepare and submit enrollment and re-enrollment applications for healthcare providers to Medicare, Medicaid, and commercial insurance plans. Maintain accurate and up-to-date provider records in internal databases and payer portals. Track application statuses and follow up with payers to ensure timely processing. Collaborate with providers and credentialing staff teams to gather required documentation and resolve discrepancies. Monitor and manage re-credentialing and revalidation timelines to ensure continuous participation. Respond to inquiries from providers and internal departments regarding enrollment status and requirements. Assist with audits and reporting related to provider enrollment activities. **Additional Skills & Qualifications** High school diploma or equivalent required; associate or bachelor's degree in healthcare administration or related field preferred. 1-2 years of experience in provider enrollment, credentialing, or healthcare administration. Strong understanding of commercial insurance enrollment processes. Excellent organizational, communication, and problem-solving skills. Ability to manage multiple tasks and meet deadlines in a fast-paced environment. Familiarity with CAQH Job Type & Location This is a Contract to Hire position based out of Mountain View, CA. **Pay and Benefits** The pay range for this position is \$23.00 - \$23.00/hr. Eligibility requirements apply to some benefits and may depend on your job classification and length of employment. Benefits are subject to change and may be subject to specific elections, plan, or program terms. If eligible, the benefits available for this temporary role may include the following:

- Medical, dental & vision
- Critical Illness, Accident, and Hospital
- 401(k) Retirement Plan - Pre-tax and Roth post-tax contributions available
- Life Insurance (Voluntary Life & AD&D for the employee and dependents)
- Short and long-term disability
- Health Spending Account (HSA)
- Transportation benefits
- Employee Assistance Program
- Time Off/Leave (PTO, Vacation or Sick Leave) Workplace Type This is a fully remote position.

Application Deadline This position is anticipated to close on Jun 9, 2026. **About TEKsystems** We're partners in transformation. We help clients activate ideas and solutions to take advantage of a new world of opportunity. We are a team of 80,000 strong, working with over 6,000 clients, including 80% of the Fortune 500, across North America, Europe and Asia. As an industry leader in Full-Stack Technology Services, Talent Services, and real-world application, we work with progressive leaders to drive change. That's the power of true partnership. TEKsystems is an Allegis Group company. The company is an equal opportunity employer and will consider all applications without regards to race, sex, age, color, religion, national origin, veteran status, disability, sexual orientation, gender identity, genetic information or any characteristic protected by law. **About TEKsystems and TEKsystems Global Services** We're a leading provider of business and technology services. We accelerate business transformation for our customers. Our expertise in strategy, design, execution and operations unlocks business value through a range of solutions. We're a team of 80,000 strong, working with over 6,000 customers, including 80% of the Fortune 500 across North America, Europe and Asia, who partner with us for our scale, full-stack capabilities and speed. We're strategic thinkers, hands-on collaborators, helping customers capitalize on change and master the momentum of technology. We're building tomorrow by delivering business outcomes and making positive impacts in our global communities. TEKsystems and TEKsystems Global Services are Allegis Group companies. Learn more at TEKsystems.com. The company is an equal opportunity employer and will consider all applications without regard to race, sex, age, color, religion, national origin, veteran status, disability, sexual orientation, gender identity, genetic information or any characteristic protected by law.

San Francisco Fair Chance Ordinance:

Pursuant to the San Francisco Fair Chance Ordinance, for all positions located in the city and county of San Francisco, we will consider for employment qualified applicants with arrest and conviction records.

Massachusetts Lie Detector:

It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability. Use of Artificial Intelligence (AI): We may use Artificial Intelligence (AI) to support parts of our hiring process, including sourcing, screening, and evaluating candidates. AI helps assess applications and qualifications, but final decisions are made by our hiring team. By applying, you acknowledge and agree that your application may be reviewed using AI tools.

Bilingual Community-Based Services Counselor	
Link to Live Job Posting: Posting is no longer active	
Location: Concord, CA	O*NET: 21-1021.00
Company: Seneca Family Of Agencies	Job Title: Community Based Counselors

The Bilingual Community-Based Counselor provides family-centered mental health counseling, support, crisis intervention, and case management services for youth and their families. Bilingual Community-Based Counselors are members of a multi-disciplinary team and provide trauma-informed, culturally responsive services in the community at times and locations convenient to the family. About Wraparound Wraparound is a family planning process that provides therapeutic support to youth and families in the community with the intention of enhancing natural resources and keeping youth in the least restrictive and most family-like setting, with the intention of reducing the need for institutional care. Services range up to 12 months and include regular Child and Family Team Meetings that support youth and families with identifying strengths, creating realistic goals, and developing a comprehensive step-by-step plan based on those goals. Youth and families are referred directly by Contra Costa County (CCC) Children and Family Services, the CCC Juvenile Probation Department, CCC Children's Behavioral Health, or Kaiser. About Seneca Seneca Family of Agencies has been nominated among the Bay Area's Top Workplaces for nearly a decade. We're committed to providing traditionally marginalized communities with a network of outstanding mental health, community-based, and educational services. We are committed to building a diverse staff, and our programs actively engage in conversations and training on Diversity, Equity, and Inclusion to promote equity and justice for the youth and families we serve.

Responsibilities:

Provide counseling and case management services for enrolled youth and their families Support client and family to connect to natural supports and community-based resources Provide crisis intervention and other mental health services as needed at client homes, schools, and other community locations Participate in all treatment reviews, program staff meetings, and Individualized Education Program (IEP) meetings when necessary Complete mental health notes and other paperwork, and complete service tracking documentation as indicated Assist with planning arrangements and transportation for school, therapy appointments, and court hearings as needed Participate in providing emergency on-call response as scheduled Utilize crisis communication and de-escalation techniques as per Seneca's crisis response training This may include intervening with the students' behavioral program through physical management

Qualifications:

Required:

Education/Experience Requirements:

Bachelor's degree OR Associate degree or equivalent + 1 year of applicable experience OR High School Diploma/GED + 2 years of applicable experience Applicable experience can include paid or unpaid experience working with youth or families or working in the social services field Bilingual in English and Spanish r equired At least 21 years of age TB test clearance, fingerprinting clearance, and any other state/federal licensing or certification requirements Own vehicle, valid driver's license, clean driving record required Experience working with children/youth and families with complex and enduring needs preferred Experience implementing family-focused services preferred

Schedule:

Full-time Tuesday - Saturday 9 am-5:30 pm Hybrid; provide in-person services to clients & complete documentation remote On Call At least one 24 hour on call shift per month in which to support crisis calls, during the week and/or weekends

Benefits:

Starting at \$26.22 - \$28.72 per hour Actual salary dependent on creditable experience above the minimum qualifications Salary increases each year Mileage reimbursement Comprehensive employee benefits package: Medical, dental, vision, chiropractic, acupuncture, and fertility coverage Short and long-term disability, family leave, and life insurance Partially paid premiums for dependents 403b retirement plan Employer-Paid Assistance Plan Seneca is a Public Service Loan Forgiveness certified employer Abundant promotional opportunities across California and Washington Specialized training and development opportunities

RC3 - Case Manager - Bilingual - Full Time - 40 Hours/Week - Union (RC31)	
Link to Live Job Posting: Posting is no longer active	
Location: Redwood City, CA	O*NET: 21-1021.00
Company: Episcopal Community Services Of San Francisco	Job Title: Bilingual Case Managers
RC3 • Case Manager • Bilingual • Full Time • 40 Hours/Week • Union (RC31) Casa Esperanza • Redwood City, CA 94063 Apply Overview Salary Range \$31.90 • \$31. 92 Hourly Apply Description PRIMARY DUTIES AND RESPONSIBILITIES Perform intake assessment of assigned residents on day of move-in to include a review of health status, psychosocial history, financial status, history of drug and alcohol use, housing history, etc. Outreach to each resident on assigned caseload regularly, as well as in response to incidents or documentation indicating the resident may be in crisis, need behavioral health or medical intervention, or may be jeopardizing their housing (late rent notices, lease violations, etc.). Direct, in-person engagement is always the goal. Work with each resident to develop and implement an individualized Service Plan based on each resident's goals and needs, tailored to their preferences. If unable to offer on-site resources, provide referrals to other in-house providers or outside community resources regarding issues related to substance use, vocational training, legal services, immigration services, physical and mental health services, housing resources, money management, etc. Assess each resident's eligibility for benefits and entitlements and assist residents in applying for and enrolling in these programs. Work with residents regarding budgeting issues, including the development of voluntary money management plans. Advocate on behalf of residents with Property Management regarding issues that may be jeopardizing residents' housing (late rent notices, lease violations, etc.). Under the direction of the SSM, work with Property Management to avoid eviction, when possible. Assist residents or staff with conflict resolution to ensure a comfortable living environment for all residents that promotes a sense of respect, cooperation, self-sufficiency and tenant empowerment. Participate in twice-per-week Wellbeing Checks, and as necessary, subsequent Emergency Safety Checks to ensure the safety and wellbeing of residents. Develop and facilitate at least one weekly therapeutic / psycho-educational group at the site. As directed by the SSM, assist with the organization and carrying-out of other program events and community-building activities, such as Residents' Council, BINGO, BBQs, holiday celebrations, community meetings and meals, movie viewings, outings, etc. Maintain up-to-date documentation in resident files regarding services provided in a complete, confidential, and professional manner. Complete all necessary paperwork and administrative requirements, including completing Significant Encounters, outreach letters, Service Plans, recertification, filing, etc., within the required timeframe. Assist residents with planned exits from the program to engage in comprehensive discharge planning, that includes referrals for case management, housing, food, clothing, medical treatment, detox, and/or other services as necessary and appropriate. Assist in developing and implementing new programs, groups, and activities with the Support Services Manager. Provide back-up coverage for other case managers, as directed by the SSM. Share information and new resources with residents and staff. Follow and implement all applicable policies and procedures of Episcopal Community Services. Establish and maintain a positive working relationship with employees, volunteers, and residents of Episcopal Community Services, and outside agencies. Attend all meetings as assigned. Perform other duties as assigned. Qualifications REQUIRED QUALIFICATIONS	

REQUIRED QUALIFICATIONS

High School Diploma + 4 years' experience or AA degree in similar field + 3 years' experience, or CHW Certificate/CADC + 2

- 4 years' experience, or BA/BS degree in similar field + 2
- 4 years' experience, or MA/MS degree in similar field + 1 year experience.

Knowledge of local social services and other community resources for underserved populations and severely low-income individuals and families. Must show patience, compassion, and empathy to the participants that we serve. Must possess excellent charting, recordkeeping, and professional writing skills for daily documentation. Must be able to quickly assess and respond to a variety of situations, including medical emergencies, psychiatric emergencies, conflict resolution, de-escalation interventions, as well as other types of crises. Computer skills and moderate experience using Microsoft Outlook, Word, and other MS Office applications is required. Strong interpersonal skills, a team approach, and the ability to communicate effectively both orally and in writing are essential. Demonstrated cultural competency in working with diverse, underserved, and the ability to communicate in Spanish is desirable. Bi-lingual positions (if open) pay a 5% premium! Demonstrates and supports a culture of diversity, equity, inclusion and belonging. Great collaborator with the ability to maintain professional, respectful, honest, and calm interactions with residents, staff, and outside partners is required. Be able to work as part of a multi-disciplinary team. Must be comfortable facilitating groups and hosting events and activities. Be committed to the mission and values of Episcopal Community Services. OTHER Must secure finger image screening and annual TB screening. Must be able to meet physical requirements of the position which may include long periods at a desk and/or computer workstation, some travel to various sites, and lifting of up to 20 lbs. Mission Essential Demonstrate behavior that supports the organization's mission, vision, and values. Adhere to all program, funder, and organizational policies, and procedures. Communicate effectively and model integrity, fairness, and ethical business practices. ECS offers industry leading healthcare benefits to support your physical and mental well-being. ECS will consider for employment qualified applicants with arrest and conviction records as consistent with San Francisco's Fair Chance Ordinance. ECS values a workplace where every individual is respected, supported, and given equal opportunity to thrive. We are an equal opportunity employer dedicated to creating a welcoming and inclusive environment for all. Share job details to

Regional Human Resources Specialist - Employee Relations

Link to Live Job Posting: Posting is no longer active

Location: San Francisco, CA

O*NET: 13-1075.00

Company: Allied Universal

Job Title: Employee Relations/Human Resources Specialists

Overview Company Overview:

Allied Universal®, North America's leading security and facility services company, offers rewarding careers that provide you a sense of purpose. While working in a dynamic, welcoming, and collaborative workplace, you will be part of a team that contributes to a culture that positively impacts the communities and customers we serve. Job Description Allied Universal® is hiring a Regional Human Resources Representative. The Regional Human Resources Representative is responsible for managing all employee and labor relations for a defined client group (branch locations/divisions), by partnering with branch management on all human resource related activities. Work Location (In-Office): This is an on-site HR Representative role that requires regular travel between the San Francisco and San Mateo offices to support both locations consistently. About the

Role:

This position is heavily focused on investigations, with approximately 90% of responsibilities dedicated to employee relations work across San Francisco and San Mateo. We're seeking someone with strong prior investigation experience who is confident in their decisions, skilled in navigating complex cases, comfortable making termination recommendations, and grounded in solid HR knowledge in a fast-paced environment.

RESPONSIBILITIES

Research and conduct employee investigations, in a dynamic and high-volume environment, providing solutions in line with corporate guidelines and collaborating closely with the Regional Human Resources Manager and/or Director Collaborate with branch and regional leaders and the Center of Excellence to interpret and clarify Human Resources procedures, ensuring strict compliance with employment laws and regulations Review employee screening results to ensure compliance with company policy Enforce company policies, address operational challenges, and serve as a liaison between branch staff and regional HR leadership for consistent policy application Act as a liaison with various regional HR functions (i.e., benefits, workers comp, legal, recruiting), to ensure timely flow of information and execution of branch/regional priorities As needed, may assist with conducting employee new hire orientation and onboarding for administrative hires, large account takeovers and acquisitions

QUALIFICATIONS

Must possess one or more of the following: Bachelor's degree in Human Resources, Business, or related field Associate's degree in Human Resources, Business, or related field with a minimum of two (2) years of progressively responsible human resources experience High school diploma with a minimum of three (3) years of progressively responsible human resources experience Current state driver's license, maintains a clean driving record, and meets minimum insurance requirements as per Company policy, and ability to safely operate a personal vehicle Prior administrative or customer service work experience Dynamic and focused individual with a proven ability to take initiative, manage multiple tasks and meet deadlines Independent and self-motivated, adaptable to direction from various management levels within the assigned region, enabling the reprioritization of tasks as needed Ability to convey concepts and ideas in a professional, coherent, and understandable manner, exercising sound independent judgment and discretion Demonstrated outstanding interpersonal and organizational skills, adept at maintaining confidentiality in documentation, discussions, and materials Excellent oral and written communication skills, with the ability to engage

effectively at all levels of the organization while contributing as a team player Proficient in Microsoft Office programs Willingness and ability to travel throughout the regional territory, including some overnight

PREFERRED QUALIFICATIONS

Prior human resources experience, preferably in a high-volume entry-level workforce service industry Professional Human Resources certification (e.g., PHR, SPHR, GPHR) Experience managing the receipt, investigation, documentation, resolution, and communication of employee relations cases in a high turnover, entry-level wage, non-exempt employee environment Familiar with state labor laws in the assigned geographic region and well-versed in federal employment laws, workers' compensation/OSHA procedures, and discrimination/harassment investigations

BENEFITS

Base wage: \$70,304 - \$80,000 + bonus eligibility + automobile allowance & fuel card + internal advancement opportunities Medical, dental, vision, retirement plan, basic life, AD&D, and disability insurance Eight paid holidays annually, five sick days, and four personal days Vacation time offered at an accrual rate of 3.08 hours biweekly. Unused vacation is only paid out where required by law. #LI-26 Closing Allied Universal® is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race/ethnicity, age, color, religion, sex, sexual orientation, gender identity, national origin, genetic information, disability, protected veteran status or relationship/association with a protected veteran, or any other basis or characteristic protected by law.

For more information:

www.aus.com If you have difficulty using the online system and require an alternate method to apply or require an accommodation, please contact our local Human Resources department. To find an office near you, please visit: www.aus.com/offices. Requisition ID 2026-1576371

Office assistant

Link to Live Job Posting: Posting is no longer active

Location: Burlingame, CA

O*NET: 43-4161.00

Company: Communications Install Solutions

Job Title: Office Assistants

Benefits:

401(k) 401(k) matching Employee discounts Health insurance Training & development About the

Role:

Join

COMMUNICATIONS INSTALL SOLUTIONS INC

as an Office Assistant-HR in Burlingame, CA! This exciting position offers a unique opportunity to support our HR team while contributing to a dynamic and growing company that values innovation and teamwork.

Responsibilities:

Assist with recruitment processes, including posting job ads and scheduling interviews. Maintain employee records and update HR databases with new hire information. Support onboarding processes by preparing orientation materials and conducting new employee orientations. Handle employee inquiries regarding HR policies and benefits. Coordinate training sessions and employee development initiatives. Assist in organizing company events and employee engagement activities. Prepare and distribute HR-related communications and reports. Ensure compliance with labor laws and company policies.

Requirements:

High school diploma or equivalent; Associate's or Bachelor's degree in HR or related field preferred. 1-2 years of experience in an administrative or HR support role. Strong organizational skills and attention to detail. Proficient in Microsoft Office Suite and HR software. Excellent communication and interpersonal skills. Ability to maintain confidentiality and handle sensitive information. Positive attitude and a team-oriented mindset. Familiarity with labor laws and regulations is a plus.

About Us:

COMMUNICATIONS INSTALL SOLUTIONS INC

has been a leader in the telecommunications industry for over a decade. Our commitment to quality service and customer satisfaction has earned us a loyal client base. We foster a collaborative work environment where employees are encouraged to grow and thrive, making us a great place to build your career.

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 Ethnic Studies

Market Overview & Salary Comparison

A Bachelor's degree opens up a significantly larger volume of employment opportunities and substantial wage premiums compared to an Associate's degree.

Metric	Associate’s Degree (AA) Dataset	Bachelor’s Degree Dataset	Variance / Impact
Total Unique Postings	2,877 unique postings	10,203 unique postings	+254.6% increase in market volume for Bachelor's holders
Total Companies Posting	840 companies	2,523 companies	+200.4% expansion in potential employers
Median Advertised Salary	\$29.17 / hour	\$40.49 / hour	+\$11.32/hr (+38.8%) wage premium
Annualized Median Wage	~\$60,674 / year	~\$84,219 / year	+\$23,545 / year in base compensation
Advertised Salary Trend	-1.7% (May 2025–May 2026)	+8.8% (May 2025–May 2026)	Positive wage growth momentum for Bachelor's degree roles
Median Posting Duration	25 days	24 days	Comparable time-to-fill across educational tiers

While posting duration remains nearly identical (24–25 days), the financial growth trajectories diverge significantly. Associate-level positions experienced a slight wage contraction of -1.7% over the measured period, whereas Bachelor-level positions enjoyed an 8.8% increase in median advertised salaries.

Geographic & Location Differences

The regional distribution of job postings shifts considerably depending on the degree level:

- **Associate's Degree Distribution:** The top county for AA job postings is **Alameda County** (799 unique postings, 27.8%), followed closely by **Santa Clara County** (746 postings, 25.9%), **San Francisco County** (545 postings, 18.9%), **Contra Costa County** (361 postings, 12.5%), and **San Mateo County** (255 postings, 8.9%). Top cities include San Francisco (549), San Jose (357), Oakland (289), Hayward (86), and Fremont (81).
- **Bachelor's Degree Distribution:** The top geographic hub shifts heavily to **Santa Clara County** (3,112 unique postings, 30.5%), followed by **Alameda County** (2,417 postings, 23.7%), **San Francisco County** (2,264 postings, 22.2%), **San Mateo County** (995 postings, 9.8%), and **Contra Costa County** (890 postings, 8.7%). Top cities include San Francisco (2,274), San Jose (1,290), Oakland (757), Santa Clara (432), and Mountain View (343).

The high concentration of tech companies and corporate headquarters in Santa Clara and San Mateo counties creates a noticeably higher concentration of Bachelor's degree postings in South Bay and Peninsula sub-markets.

Employers and Industry Sectors

The employer profile shifts dramatically from community-focused non-profits at the AA level to corporate, academic, and enterprise institutions at the Bachelor's level.

Top Employers

- **Associate's Degree:** Dominated by non-profit social services, regional care networks, and youth organizations. Leading posting employers include *Right At School* (78 unique postings), *Homefirst Agency* (64 postings), *Episcopal Community Services of San Francisco* (49 postings), *LifeMoves* (47 postings), and *Seneca Family of Agencies* (45 postings).
- **Bachelor's Degree:** Features major corporate enterprises, tech corporations, higher education, and staffing agencies alongside social agencies. Top posting employers include *Robert Half* (104 unique postings), *EMIT Learning* (97 postings), *Homefirst Agency* (85 postings), *Stanford University* (83 postings), *Google* (76 postings), and *Right At School* (76 postings).

Industry Sectors

- **Associate's Degree Top Sectors:** *Other Individual and Family Services* (137 unique postings), *Elementary and Secondary Schools* (126 postings), *Employment Placement Agencies* (125 postings), *Child Care Services* (88 postings), and *Religious Organizations* (88 postings).
- **Bachelor's Degree Top Sectors:** *Employment Placement Agencies* (722 unique postings), *Other Individual and Family Services* (312 postings), *Colleges, Universities, and Professional Schools* (276 postings), *Temporary Help Services* (268 postings), and *Software Publishers* (189 postings).

Top Occupations and Roles

While social services remain a consistent path across both degrees, a Bachelor's degree unlocks strategic corporate human resources management and administrative leadership roles.

Associate's Degree Top Occupations

1. **Child, Family, and School Social Workers:** 1,086 unique postings (37.7% of total AA postings)
2. **Human Resources Specialists:** 532 unique postings (18.5%)
3. **Human Resources Assistants (Except Payroll):** 459 unique postings (16.0%)
4. **Community and Social Service Specialists, All Other:** 399 unique postings (13.9%)
5. **Social and Human Service Assistants:** 206 unique postings (7.2%)

Bachelor's Degree Top Occupations

1. **Human Resources Specialists:** 3,058 unique postings (30.0% of total Bachelor's postings)
2. **Child, Family, and School Social Workers:** 2,575 unique postings (25.2%)
3. **Human Resources Managers:** 2,420 unique postings (23.7%)
4. **Human Resources Assistants (Except Payroll):** 828 unique postings (8.1%)
5. **Community and Social Service Specialists, All Other:** 742 unique postings (7.3%)

A major differentiator is the **Human Resources Manager** role, which accounts for 2,420 postings in the Bachelor's dataset compared to only 154 postings in the AA dataset.

Experience and Skill Requirements

Work Experience Expectations

- **Associate's Degree:** Entry-level friendly. 30% of postings require no prior experience, and 21% require only 0–1 years (combining for 51% of all postings requiring 1 year or less). Only 15% require 4 or more years of experience.
- **Bachelor's Degree:** Requires greater professional maturity. 32% of postings mandate 2–3 years of experience, 20% require 4–6 years, and 13% require 7 or more years. Only 36% accept 0–1 years or list no experience.

Experience Required Comparison (% of Total Postings)

AA Degree: [No Exp / 0-1 Yr: 51%] [2-3 Yrs: 34%] [4+ Yrs: 15%]

Bachelor's Degree: [No Exp / 0-1 Yr: 36%] [2-3 Yrs: 32%] [4+ Yrs: 33%]

(Data compiled from Lightcast Q3 2026 Data Sets)

Specialized & Technical Skills Breakdown

- **AA Degree Focus:** Frontline client care, community intake, and operational coordination. Top specialized skills include *Case Management* (26%), *Social Work* (24%), *Mental Health* (19%), *Crisis Intervention* (14%), *Data Entry* (12%), *Conflict Resolution* (12%), and *De-escalation Techniques* (10%). Specialized software includes the *Homeless Management Information System (HMIS)* (7%).
- **Bachelor's Degree Focus:** Corporate governance, employee management, and organizational policy. Top specialized skills shift heavily to *Social Work* (21%), *Case Management* (18%), *Employee Relations* (17%), *Human Resources Information System (HRIS)* (14%), *Performance Management* (14%), *Auditing* (11%), *Project Management* (11%), and *Labor Law* (10%). High-end HR software platforms like *Workday* (5%) and enterprise *Applicant Tracking Systems (ATS)* (8%) are strongly preferred.

The transition from an Associate's degree to a Bachelor's degree in Ethnic Studies marks a shift in career focus within the Bay Area job market. While an AA degree offers an accessible entry point into direct, frontline social work, case management, and administrative support within non-profit and community organizations, a Bachelor's degree expands career opportunities into corporate human resources, higher education administration, and management roles. This higher degree level yields a wage premium of nearly 39%, access to major Bay Area corporate and academic employers, and stronger long-term wage growth potential.