

Kinesiology
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
29-9091	Athletic Trainers
29-1128	Exercise Physiologists
31-2021	Physical Therapist Assistants

Code	Description
39-9031	Exercise Trainers and Group Fitness Instructors
27-2022	Coaches and Scouts
27-2021	Athletes and Sports Competitors

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

3,103

Unique Postings
6,629 Total Postings

370

Companies Posting
48,130 Total Companies

29 Days

Median Posting Duration
Regional Average: 22 Days

2 : 1

Posting Intensity
Regional Average: 2 : 1

Advertised Salary

There are 2,475 advertised salary observations (80% of the 3,103 matching postings).

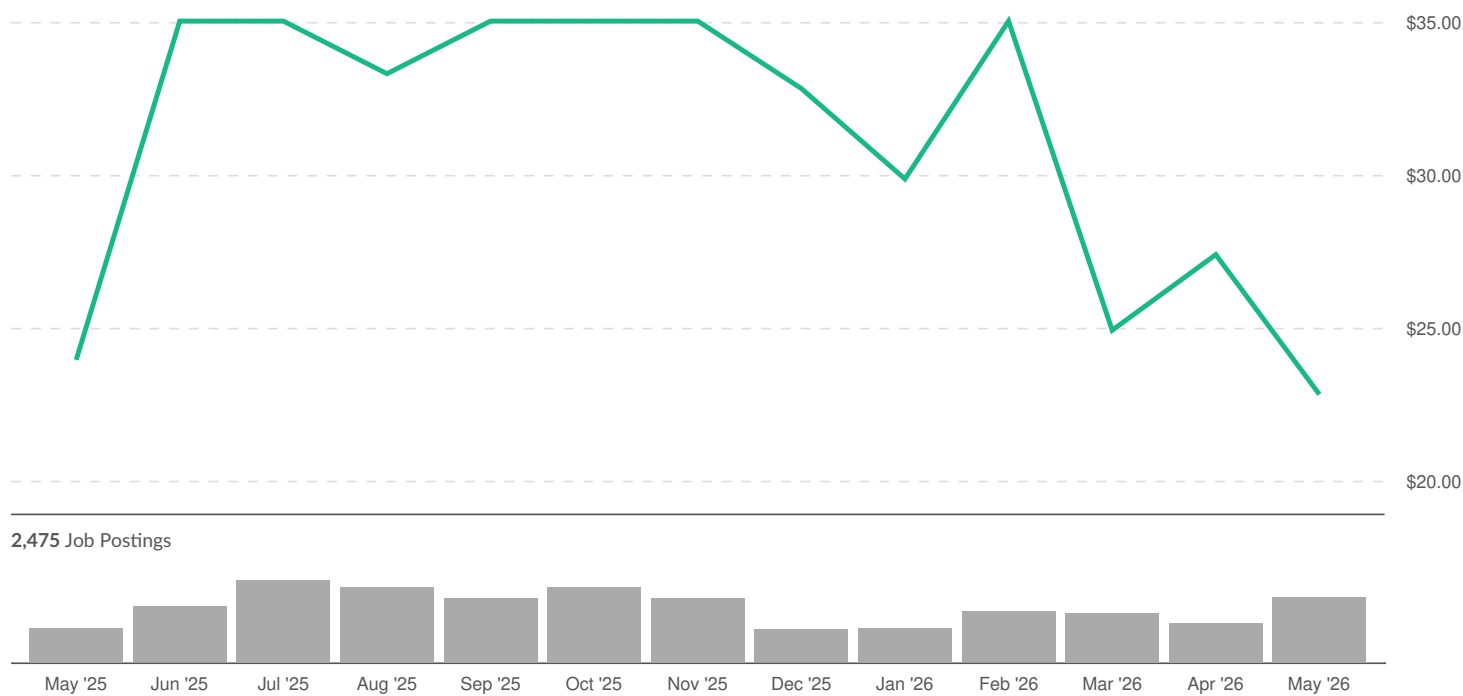
\$34.83/hr

Median Advertised Salary

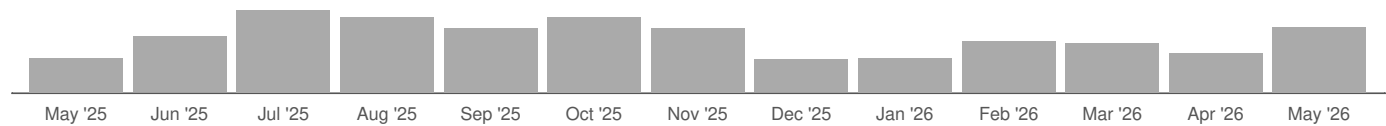


Advertised Salary Trend

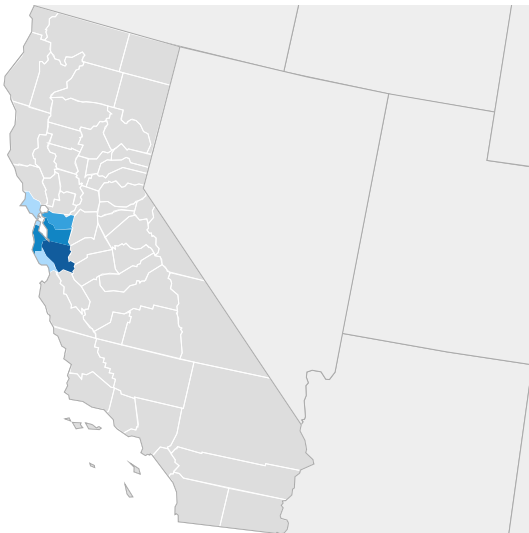
▼4.6% May 2025 – May 2026
\$34.83 Median



2,475 Job Postings

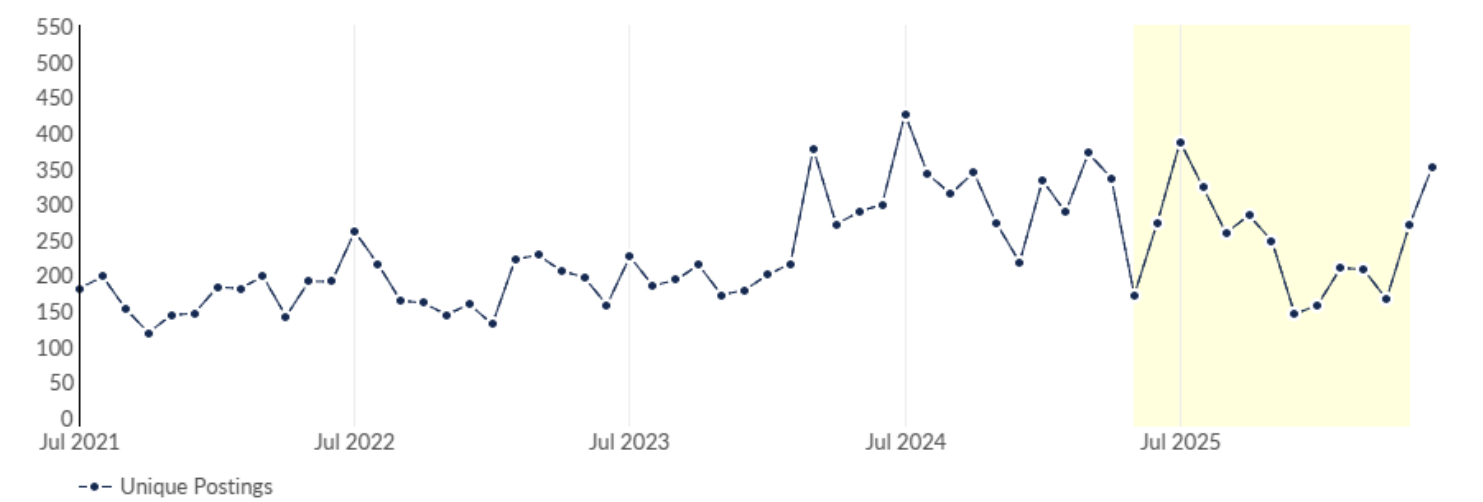


Job Postings Regional Breakdown



County	Unique Postings (May 2025 - May 2026)
Santa Clara County, CA	1,004
Alameda County, CA	727
San Mateo County, CA	647
Contra Costa County, CA	399
San Francisco County, CA	194

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2026	352	2 : 1
May 2026	270	2 : 1
Apr 2026	166	2 : 1
Mar 2026	208	3 : 1
Feb 2026	210	3 : 1
Jan 2026	158	3 : 1
Dec 2025	145	3 : 1
Nov 2025	248	2 : 1
Oct 2025	284	2 : 1
Sep 2025	259	2 : 1
Aug 2025	323	2 : 1
Jul 2025	387	2 : 1
Jun 2025	273	2 : 1
May 2025	172	2 : 1
Apr 2025	336	3 : 1
Mar 2025	371	9 : 1
Feb 2025	288	5 : 1
Jan 2025	333	6 : 1
Dec 2024	218	6 : 1
Nov 2024	272	6 : 1

Oct 2024	344	5 : 1
Sep 2024	314	5 : 1
Aug 2024	341	5 : 1
Jul 2024	426	4 : 1
Jun 2024	299	3 : 1
May 2024	289	4 : 1
Apr 2024	271	3 : 1
Mar 2024	377	3 : 1
Feb 2024	216	2 : 1
Jan 2024	200	3 : 1
Dec 2023	179	4 : 1
Nov 2023	172	5 : 1
Oct 2023	214	3 : 1
Sep 2023	193	5 : 1
Aug 2023	185	5 : 1
Jul 2023	226	6 : 1
Jun 2023	158	7 : 1
May 2023	197	7 : 1
Apr 2023	206	7 : 1
Mar 2023	228	6 : 1
Feb 2023	222	6 : 1
Jan 2023	131	5 : 1
Dec 2022	159	7 : 1
Nov 2022	144	5 : 1
Oct 2022	161	4 : 1
Sep 2022	164	4 : 1
Aug 2022	216	4 : 1
Jul 2022	261	4 : 1
Jun 2022	191	3 : 1
May 2022	191	4 : 1
Apr 2022	142	3 : 1

Mar 2022	198	4 : 1
Feb 2022	181	3 : 1
Jan 2022	183	3 : 1
Dec 2021	146	3 : 1
Nov 2021	144	4 : 1
Oct 2021	119	6 : 1
Sep 2021	153	3 : 1
Aug 2021	198	4 : 1
Jul 2021	181	5 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	0	0%
High school or GED	2,509	81%
Associate's degree	1,107	36%
Bachelor's degree	392	13%
Master's degree	70	2%
Ph.D. or professional degree	2	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	2,509	0	81%
Associate's degree	594	499	19%
Bachelor's degree	0	330	0%
Master's degree	0	69	0%
Ph.D. or professional degree	0	2	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	2,459	79%
0 - 1 Years	412	13%
2 - 3 Years	148	5%
4 - 6 Years	82	3%
7 - 9 Years	0	0%
10+ Years	2	0%

Top Companies Posting

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Calex Sports	954 / 408	2 : 1 	19 days
Euro School Of Tennis	471 / 283	2 : 1 	30 days
24 Hour Fitness	886 / 230	4 : 1 	30 days
Oakland Unified School District	181 / 78	2 : 1 	43 days
Jackson Therapy Partners	236 / 59	4 : 1 	20 days
Corepower Yoga	69 / 46	2 : 1 	38 days
World Cup Soccer Camps & Clinics	71 / 41	2 : 1 	36 days
University of California-Berkeley	60 / 36	2 : 1 	36 days
San Mateo County Community College District	150 / 34	4 : 1 	45 days
Fremont Union High School District	30 / 30	1 : 1 	17 days

Top Cities Posting

City	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
San Jose, CA	593 / 241	2 : 1 	29 days
Oakland, CA	484 / 203	2 : 1 	33 days
San Francisco, CA	409 / 194	2 : 1 	29 days
San Mateo, CA	335 / 137	2 : 1 	29 days
Fremont, CA	254 / 119	2 : 1 	29 days
Santa Clara, CA	162 / 102	2 : 1 	24 days
Los Altos, CA	198 / 97	2 : 1 	30 days
Palo Alto, CA	150 / 91	2 : 1 	29 days
Sunnyvale, CA	160 / 87	2 : 1 	27 days
Mountain View, CA	161 / 85	2 : 1 	30 days

Top Posted Occupations

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Coaches and Scouts	3,682 / 1,954	2 : 1 	30 days
Exercise Trainers and Group Fitness Instructors	1,534 / 597	3 : 1 	29 days
Physical Therapist Assistants	1,303 / 492	3 : 1 	25 days
Athletes and Sports Competitors	67 / 37	2 : 1 	32 days
Athletic Trainers	26 / 17	2 : 1 	34 days
Exercise Physiologists	17 / 6	3 : 1 	12 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Coaches and Scouts	3,682 / 1,954	2 : 1 	30 days
Exercise Trainers and Group Fitness Instructors	1,534 / 597	3 : 1 	29 days
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Top Posted Occupations

Occupation	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Coach	3,682 / 1,954	2 : 1 	30 days
Personal Trainer / Fitness Instructor	1,534 / 597	3 : 1 	29 days
Physical Therapy Assistant	1,303 / 492	3 : 1 	25 days
Athlete / Sports Competitor	67 / 37	2 : 1 	32 days
Athletic Trainer	26 / 17	2 : 1 	34 days
Exercise Physiologist / Specialist	17 / 6	3 : 1 	12 days

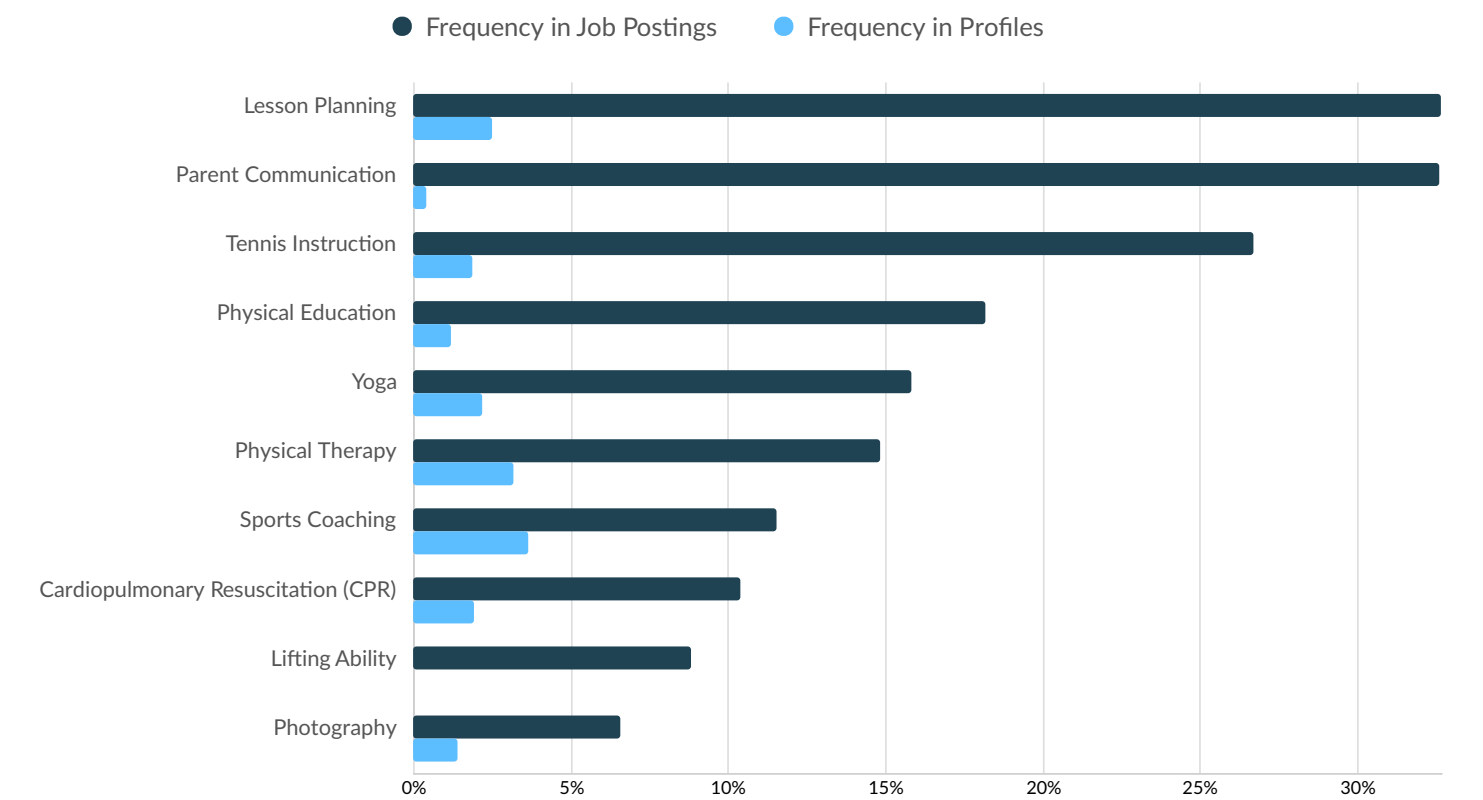
Top Posted Job Titles

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Tennis Coaches	563 / 286	2 : 1 	29 days
Physical Therapist Assistants	601 / 196	3 : 1 	20 days
Assistant Tennis Coaches	295 / 147	2 : 1 	29 days
Physical Therapy Assistants	357 / 143	2 : 1 	20 days
Fitness Coaches	611 / 138	4 : 1 	36 days
After School Tennis Coaches	224 / 121	2 : 1 	30 days
Tennis Instructors	223 / 118	2 : 1 	27 days
Picklers	162 / 90	2 : 1 	31 days
Personal Trainers	199 / 90	2 : 1 	17 days
Volleyball Coaches	141 / 73	2 : 1 	30 days

Top Industries

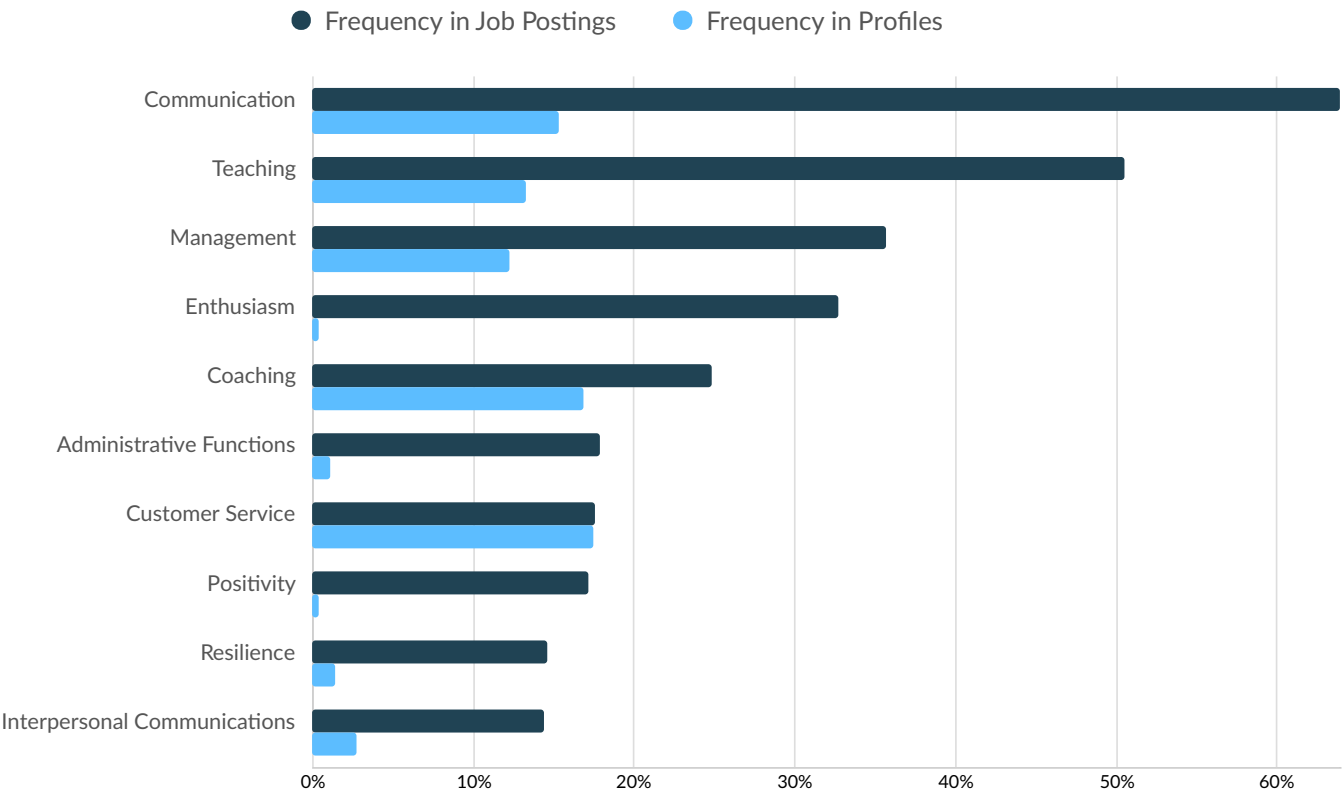
	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Sports and Recreation Instruction	1,023 / 447	2 : 1 	20 days
Fitness and Recreational Sports Centers	1,128 / 352	3 : 1 	35 days
All Other Amusement and Recreation Industries	477 / 285	2 : 1 	30 days
Elementary and Secondary Schools	494 / 281	2 : 1 	27 days
Employment Placement Agencies	289 / 82	4 : 1 	22 days
All Other Miscellaneous Schools and Instruction	125 / 72	2 : 1 	39 days
Nursing Care Facilities (Skilled Nursing Facilities)	173 / 65	3 : 1 	33 days
Junior Colleges	200 / 56	4 : 1 	32 days
Colleges, Universities, and Professional Schools	98 / 53	2 : 1 	36 days
Offices of Physical, Occupational and Speech Therapists, and Audiologists	108 / 50	2 : 1 	24 days

Top Specialized Skills



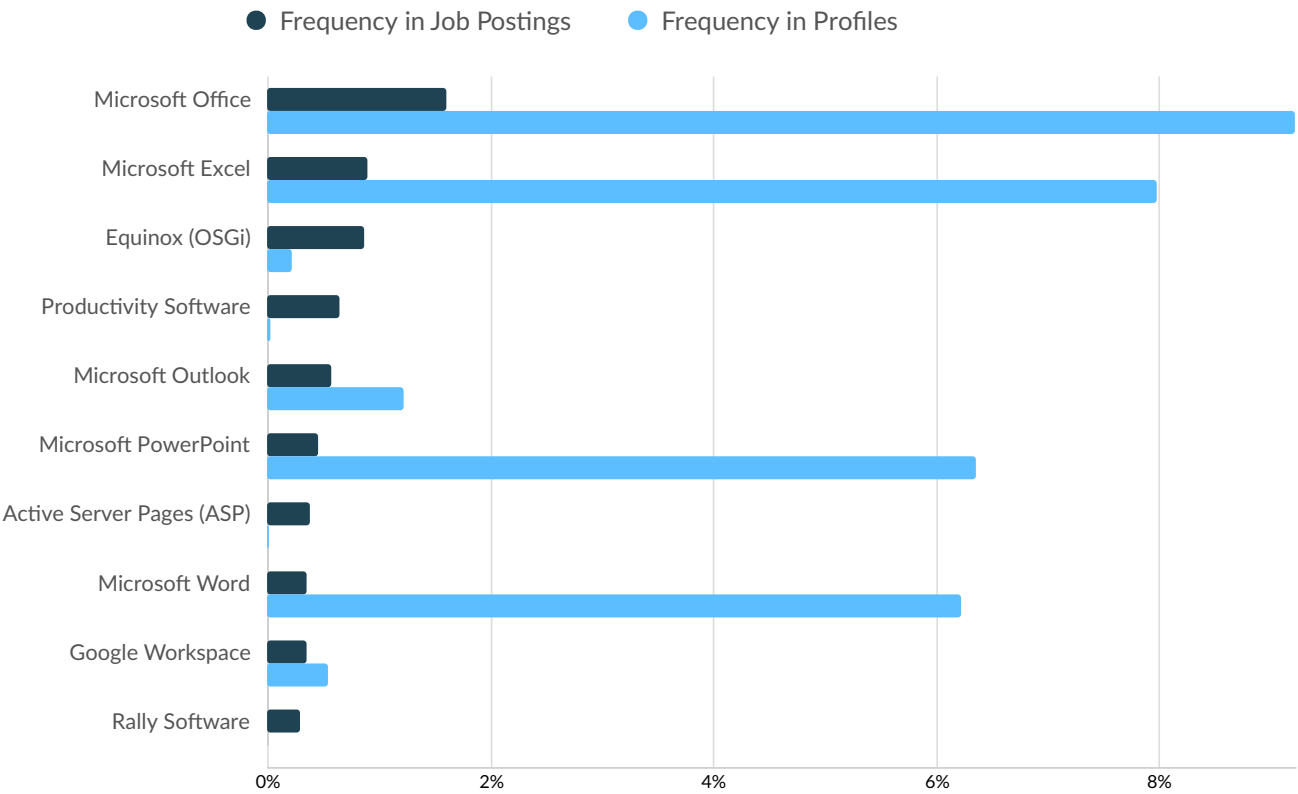
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Lesson Planning	1,014	33%	682	2%	+13.8%	Growing
Parent Communication	1,013	33%	119	0%	+13.6%	Growing
Tennis Instruction	829	27%	521	2%	+25.1%	Rapidly Growing
Physical Education	565	18%	329	1%	+11.0%	Growing
Yoga	492	16%	606	2%	+10.2%	Growing
Physical Therapy	461	15%	876	3%	+15.9%	Growing
Sports Coaching	359	12%	1,005	4%	+20.5%	Rapidly Growing
Cardiopulmonary Resuscitation (CPR)	323	10%	531	2%	+15.1%	Growing
Lifting Ability	274	9%	0	0%	+10.2%	Growing
Photography	205	7%	391	1%	+19.6%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	1,985	64%	4,210	15%	+8.5%	Stable
Teaching	1,569	51%	3,666	13%	+15.4%	Growing
Management	1,109	36%	3,371	12%	+5.7%	Stable
Enthusiasm	1,015	33%	105	0%	+21.1%	Rapidly Growing
Coaching	772	25%	4,644	17%	+14.1%	Growing
Administrative Functions	555	18%	314	1%	+13.0%	Growing
Customer Service	546	18%	4,816	18%	+5.0%	Stable
Positivity	532	17%	111	0%	+15.9%	Growing
Resilience	453	15%	388	1%	+14.2%	Growing
Interpersonal Communications	449	14%	748	3%	+11.9%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	50	2%	2,532	9%	+16.9%	Growing
Microsoft Excel	28	1%	2,192	8%	+14.8%	Growing
Equinox (OSGi)	27	1%	59	0%	+13.9%	Growing
Productivity Software	20	1%	9	0%	+12.2%	Growing
Microsoft Outlook	18	1%	336	1%	+22.2%	Rapidly Growing
Microsoft PowerPoint	14	0%	1,748	6%	+19.9%	Rapidly Growing
Active Server Pages (ASP)	12	0%	6	0%	+1.5%	Lagging
Microsoft Word	11	0%	1,708	6%	+6.8%	Stable
Google Workspace	11	0%	149	1%	+17.1%	Rapidly Growing
Rally Software	9	0%	0	0%	+19.6%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Cardiopulmonary Resuscitation (CPR) Certification	765
First Aid Certification	386
Automated External Defibrillator (AED) Certification	323
Valid Driver's License	187
Personal Trainer Certification	123
Physical Therapy Assistant License	97
Emergency Medical Technician - Intermediate (EMT-I)	78
Basic Life Support (BLS) Certification	59
American Red Cross (ARC) Certification	50
Group Fitness Instructor Certification	40

Top Advertised Benefits

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Work-Life Balance	2,525 / 1,340	2 : 1 	29 days
Education and Career Development	1,972 / 1,035	2 : 1 	29 days
Retirement and Savings	1,462 / 552	3 : 1 	22 days
Paid Leave	902 / 391	2 : 1 	30 days
Insurance	869 / 378	2 : 1 	24 days
Supplemental Pay	673 / 332	2 : 1 	20 days
Health and Wellness Benefits	573 / 263	2 : 1 	19 days
Other Benefits	290 / 173	2 : 1 	25 days

Appendix A

Top Posting Sources

Website	Postings on Website (May 2025 - May 2026)
simplyhired.com	2,219
indeed.com	1,314
24hourfitness.com	158
glassdoor.com	130
edjoin.org	66
dejobs.org	64
diversityjobs.com	55
paycomonline.net	48
gr8jobs.net	46
jobmonkeyjobs.com	41
healthcareers.com	30
governmentjobs.com	28
hercjobs.org	25
craigslist.org	23
disabledperson.com	22
myworkdaysite.com	22
madison.com	21
jobvite.com	20
interviewexchange.com	17
medprostaffing.com	17
careersingovernment.com	16
higheredjobs.com	16
chronicle.com	14
myworkdayjobs.com	14
schoolspring.com	14

Appendix B

Sample Postings

Tennis Coaches — Calex Sports in Foster City, CA (May 2026 - Jun 2026)

Tennis Program Coach	
Link to Live Job Posting: Posting is no longer active	
Location: Foster City, CA	O*NET: 27-2022.00
Company: Calex Sports	Job Title: Tennis Coaches
Tennis Program Coach CALEX SPORTS INC Foster City, CA Job Details Part-time \$18•\$24 an hour 1 day ago Qualifications High school diploma or GED Working with students Classroom behavior management Full Job Description Job Title: After School & Summer Tennis Coach Job Type: Part-time (2-4 hours per week) Work Setup: In-person Contact: +1 (510) 491-3007 Education Required: At least High School or equivalent After School Program Pay Rate: \$50•65 per session Schedule: Monday-Friday between 1:00 PM-5:00 PM Season: September through the school year Summer Camp Program (June-August) Pay Rate: \$18•24 per hour (back-to-back sessions available) Schedule Options: Half-day Morning:	

9:00 AM-12:00

PM Half-day Afternoon:

1:00 PM-4:00

PM Full-day Camp:

9:00 AM-4:00 PM Possible extension until 6:00 PM Saturday Tennis Clinics (Starting September)

Pay Rate:

\$18•24 per hour (back-to-back sessions available)

Schedule:

Saturdays This opportunity may be offered to coaches who demonstrate strong tennis skills and coaching ability. About the Position We are looking for enthusiastic and reliable individuals to join our team as Tennis Coaches for our Summer Camps, After School Programs, and Saturday Tennis Clinics. During the summer months (June-August), coaches will lead fun and engaging tennis/pickleball camp sessions. Beginning in September, our After School Program and Saturday Tennis Clinics resume and continue throughout the school year. You'll teach beginner-friendly Tennis/Pickleball sessions for elementary school students (Grades K-5) at various school sites around the Bay Area. Our programs focus on creating a fun, active, and supportive environment for young beginners.

Additional:

For the After School Program, coaches typically teach one class per day (about one hour), with a possible additional 30 minutes of pre-care. Saturday Tennis Clinics may also be available for qualified coaches with strong tennis experience. All equipment is provided by us. Responsibilities Teach Tennis classes for students ages 5-10 using provided lesson plans. Manage class size (8-16 students) and maintain a positive environment. Attend a 2-day training or shadowing session before starting. Equipment (provided by the company). Take attendance, manage student sign-ins, and interact with parents/school staff. Capture a few class photos for documentation. Requirements Must be at least 19 years old . Teaching or playing experience in Tennis is preferred but not mandatory.

USPTA/PTR

certification is a plus. Enjoy working with kids; patient, enthusiastic, and reliable. Good communication and class management skills. Must have reliable transportation . Must have valid work permit to work in USA Must be fully vaccinated and willing to undergo a TB test and Live Scan background check before starting work. Must complete sending photo and short biography to upload in our website and introduce your experience in sports. Programs are offered at multiple schools across the Bay Area. Candidates must currently live locally and be available for in-person work. We do have other Programs like Yoga, Soccer, PE, Pickleball, Volleyball, Basketball, and Dance. You're welcome to apply to any of these as well. Application Process Applicants must already be eligible to work in the U.S. (Visa sponsorship is not provided). If you're passionate about sports and love working with kids, please contact us at +1 (510) 491-3007 to learn more. Join us in making tennis fun and accessible for children across the Bay Area!

Assistant Tennis Coach	
Link to Live Job Posting: Posting is no longer active	
Location: San Francisco, CA	O*NET: 27-2022.00
Company: Calex Sports	Job Title: Assistant Tennis Coaches
Assistant Tennis Coach CALEX SPORTS INC San Francisco, CAJob Details Part-time \$18 - \$24 an hour 1 day ago Benefits Flexible schedule Qualifications Classroom management High school diploma or GED Working with students Working with elementary school students Full Job Description Job Type : Part-time (maximum of 2-5 hours per week.) Salary: \$18.00 - \$24.00 per hour Benefits: Flexible schedule Schedule: Weekdays and Weekend availability Education: At least High school or equivalent Work Setup: In person Contact: +1 (510) 491-3007 Job Description: Join our team as an Assistant Tennis Coach, contributing to our clinics and after-school tennis programs for Grades K-3 in elementary schools across the Bay Area. This position is ideal for individuals who are passionate about working with children and have the willingness to support the lead coach in the teaching and management of the tennis program. RESPONSIBILITIES	

Class Management:

Lead groups of ages 5 - 10 in after-school tennis programs. Assist the lead coach in teaching and overall program management.

Training and Preparation:

Attend a two-day training/shadowing session to familiarize yourself with the program. Transport tennis equipment to and from class. Set up the tennis equipment.

Administrative Tasks:

Take attendance and sign in and sign out students for each class.

Requirements:

Must be 19+ years old upon application. Previous teaching or playing experience in tennis is preferred but not required.

USPTA/PTR

certification is preferred but not required. Enjoy working with kids and can manage a class in a professional manner. Flexible, reliable, punctual, professional, and has an enthusiastic approach. Good communication and interpersonal skills. Resilient, positive attitude. Ability to work independently and within a small team. Have reliable transportation throughout the East and South Bay and Peninsula. Willingness to undergo a live scan background check prior to working. Must complete sending photo and short biography to upload in our website and introduce your experience in sports.

Locations:

Programs are in multiple cities across the bay area and candidates must be readily available and living in the Bay Area. We do have other Programs like Yoga, Soccer, PE, Pickleball, Volleyball, Basketball, Floor Hockey and Dance. You're welcome to apply to any of these as well.

Schedule:

Classes are 1 - 1.5 hours in length. Start times for classes can vary between 1 p.m. and 4 p.m., depending on the school. Flexible schedule, working two or more days per week from Monday through Friday. A maximum of 2-5 hours per week.

Application Process:

Candidates need to be local to the US or already have a necessary working VISA. The employer does not provide any visa assistance. If you are passionate about tennis, enjoy working with children, and meet the requirements, please contact the employer at +1 (510) 491-3007 to discuss the opportunity further. Be part of a team that introduces young learners to the joy of tennis and encourages an active lifestyle!

Tennis Instructors — Calex Sports in Redwood City, CA (May 2026 - May 2026)

Youth Tennis Instructor	
Link to Live Job Posting: Posting is no longer active	
Location: Redwood City, CA	O*NET: 27-2022.00
Company: Calex Sports	Job Title: Tennis Instructors
Job Title: After School & Summer Tennis Coach Job Type: Part-time (2-4 hours per week) Work Setup: In-person Contact: +1 (510) 491-3007 Education Required: At least High School or equivalent After School Program Pay Rate: \$50•65 per session Schedule: Monday-Friday between 1:00 PM-5:00 PM Season: September through the school year Summer Camp Program (June-August) Pay Rate: \$18•24 per hour (back-to-back sessions available) Schedule Options: Half-day Morning: 9:00 AM-12:00 PM Half-day Afternoon: 1:00 PM-4:00	

PM Full-day Camp:

9:00 AM-4:00 PM Possible extension until 6:00 PM Saturday Tennis Clinics (Starting September)

Pay Rate:

\$18•24 per hour (back-to-back sessions available)

Schedule:

Saturdays This opportunity may be offered to coaches who demonstrate strong tennis skills and coaching ability. About the Position We are looking for enthusiastic and reliable individuals to join our team as Tennis Coaches for our Summer Camps, After School Programs, and Saturday Tennis Clinics. During the summer months (June-August), coaches will lead fun and engaging tennis/pickleball camp sessions. Beginning in September, our After School Program and Saturday Tennis Clinics resume and continue throughout the school year. You'll teach beginner-friendly Tennis/Pickleball sessions for elementary school students (Grades K-5) at various school sites around the Bay Area. Our programs focus on creating a fun, active, and supportive environment for young beginners.

Additional:

For the After School Program, coaches typically teach one class per day (about one hour), with a possible additional 30 minutes of pre-care. Saturday Tennis Clinics may also be available for qualified coaches with strong tennis experience. All equipment is provided by us. Responsibilities Teach Tennis classes for students ages 5-10 using provided lesson plans. Manage class size (8-16 students) and maintain a positive environment. Attend a 2-day training or shadowing session before starting. Equipment (provided by the company). Take attendance, manage student sign-ins, and interact with parents/school staff. Capture a few class photos for documentation. Requirements Must be at least 19 years old . Teaching or playing experience in Tennis is preferred but not mandatory.

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Tennis Instructors — Calex Sports in Mill Valley, CA (May 2026 - Jun 2026)

Youth Tennis Instructor	
Link to Live Job Posting: Posting is no longer active	
Location: Mill Valley, CA	O*NET: 27-2022.00
Company: Calex Sports	Job Title: Tennis Instructors
Youth Tennis Instructor CALEX SPORTS INC Mill Valley, CA Job Details Part-time \$50•\$65 a day 1 day ago Qualifications Classroom management High school diploma or GED Full Job Description Job Title: After School & Summer Tennis Coach Job Type: Part-time (2-4 hours per week) Work Setup: In-person Contact: +1 (510) 491-3007 Education Required: At least High School or equivalent After School Program Pay Rate: \$50•65 per session Schedule: Monday-Friday between 1:00 PM-5:00 PM Season: September through the school year Summer Camp Program (June-August) Pay Rate: \$18•24 per hour (back-to-back sessions available) Schedule Options: Half-day Morning: 9:00 AM-12:00	

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Saturdays This opportunity may be offered to coaches who demonstrate strong tennis skills and coaching ability. About the Position We are looking for enthusiastic and reliable individuals to join our team as Tennis Coaches for our Summer Camps, After School Programs, and Saturday Tennis Clinics. During the summer months (June-August), coaches will lead fun and engaging tennis/pickleball camp sessions. Beginning in September, our After School Program and Saturday Tennis Clinics resume and continue throughout the school year. You'll teach beginner-friendly Tennis/Pickleball sessions for elementary school students (Grades K-5) at various school sites around the Bay Area. Our programs focus on creating a fun, active, and supportive environment for young beginners.

Additional:

For the After School Program, coaches typically teach one class per day (about one hour), with a possible additional 30 minutes of pre-care. Saturday Tennis Clinics may also be available for qualified coaches with strong tennis experience. All equipment is provided by us. Responsibilities Teach Tennis classes for students ages 5-10 using provided lesson plans. Manage class size (8-16 students) and maintain a positive environment. Attend a 2-day training or shadowing session before starting. Equipment (provided by the company). Take attendance, manage student sign-ins, and interact with parents/school staff. Capture a few class photos for documentation. Requirements Must be at least 19 years old . Teaching or playing experience in Tennis is preferred but not mandatory.

USPTA/PTR

certification is a plus. Enjoy working with kids; patient, enthusiastic, and reliable. Good communication and class management skills. Must have reliable transportation . Must have valid work permit to work in USA Must be fully vaccinated and willing to undergo a TB test and Live Scan background check before starting work. Must complete sending photo and short biography to upload in our website and introduce your experience in sports. Programs are offered at multiple schools across the Bay Area. Candidates must currently live locally and be available for in-person work. We do have other Programs like Yoga, Soccer, PE, Pickleball, Volleyball, Basketball, and Dance. You're welcome to apply to any of these as well. Application Process Applicants must already be eligible to work in the U.S. (Visa sponsorship is not provided). If you're passionate about sports and love working with kids, please contact us at +1 (510) 491-3007 to learn more. Join us in making tennis fun and accessible for children across the Bay Area!

Pickleball Coach After School	
Link to Live Job Posting: Posting is no longer active	
Location: Cupertino, CA	O*NET: 27-2022.00
Company: Calex Sports	Job Title: Child Care Professionals
Pickleball Coach After School CALEX SPORTS INC Cupertino, CA Job Details Part-time \$50•\$65 a day 17 hours ago Qualifications Classroom management High school diploma or GED Full Job Description Job Title: After School & Summer Pickleball Coach Job Type: Part-time (2-4 hours per week) Work Setup: In-person Contact: +1 (510) 491-3007 Education Required: At least High School or equivalent After School Program Pay Rate: \$50•65 per session Schedule: Monday-Friday between 1:00 PM-5:00 PM Season: September through the school year Summer Camp Program (June-August) Pay Rate: \$18•24 per hour (back-to-back sessions available) Schedule Options: Half-day Morning: 9:00 AM-12:00	

PM Half-day Afternoon:

1:00 PM-4:00

PM Full-day Camp:

9:00 AM-4:00 PM Possible extension until 6:00 PM About the Position We are looking for enthusiastic and reliable individuals to join our team as Pickleball Coaches for both our Summer Camp Program and After School Program . During the summer months (June-August), coaches will lead fun and engaging pickleball sessions through our camps. Beginning in September, our After School Program resumes and continues throughout the school year. You'll teach beginner-friendly Pickleball/Tennis sessions for elementary school students (Grades K-5) at various school sites around the Bay Area. Our programs focus on creating a fun, active, and supportive environment for young beginners.

Additional:

For the After School Program, coaches typically teach one class per day (about one hour), with a possible additional 30 minutes of pre-care. All equipment is provided by us. Responsibilities Teach Pickleball classes for students ages 5-10 using provided lesson plans. Manage class size (8-16 students) and maintain a positive environment. Attend a 2-day training or shadowing session before starting. Equipment (provided by the company). Take attendance, manage student sign-ins, and interact with parents/school staff. Capture a few class photos for documentation. Requirements Must be at least 19 years old . Teaching or playing experience in Pickleball is preferred but not mandatory.

USPTA/PTR

certification is a plus. Enjoy working with kids; patient, enthusiastic, and reliable. Good communication and class management skills. Must have reliable transportation . Must have valid work permit to work in USA Must be fully vaccinated and willing to undergo a TB test and Live Scan background check before starting work. Must complete sending photo and short biography to upload in our website and introduce your experience in sports. Programs are offered at multiple schools across the Bay Area. Candidates must currently live locally and be available for in-person work. We do have other Programs like Yoga, Soccer, PE, Tennis, Volleyball, Basketball, and Dance. You're welcome to apply to any of these as well. Application Process Applicants must already be eligible to work in the U.S. (Visa sponsorship is not provided). If you're passionate about sports and love working with kids, please contact us at +1 (510) 491-3007 to learn more. Join us in making tennis fun and accessible for children across the Bay Area!

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
29-9091	Athletic Trainers
29-1128	Exercise Physiologists
31-2021	Physical Therapist Assistants

Code	Description
39-9031	Exercise Trainers and Group Fitness Instructors
27-2022	Coaches and Scouts
27-2021	Athletes and Sports Competitors

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

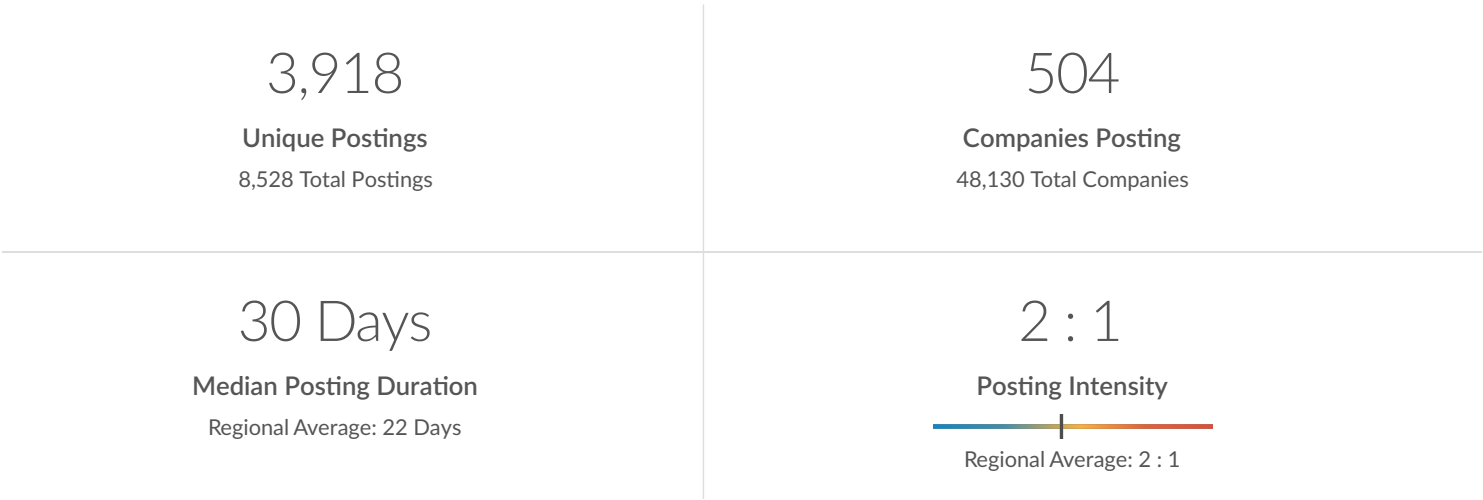
Description
Bachelor's degree

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Job Postings Overview



Advertised Salary

There are 3,091 advertised salary observations (79% of the 3,918 matching postings).

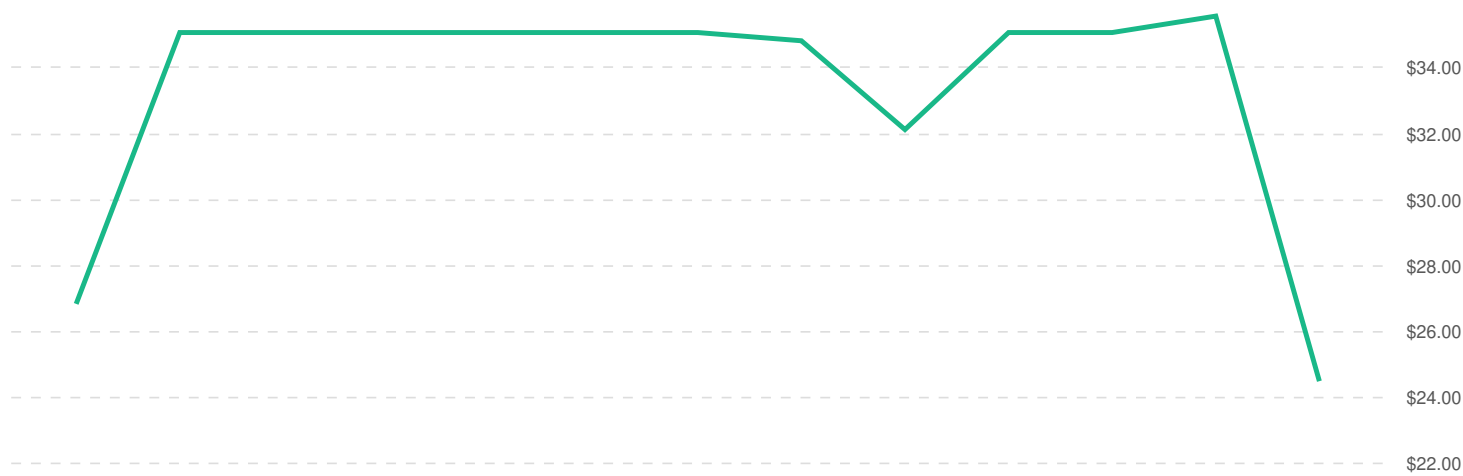
\$35.08/hr

Median Advertised Salary

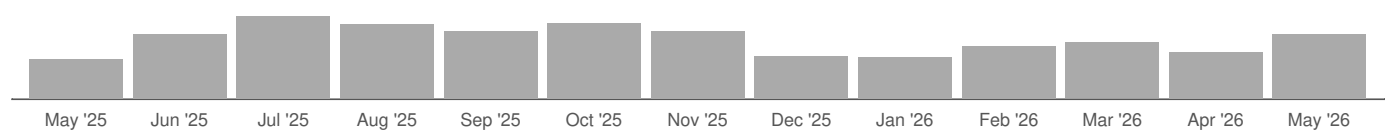


Advertised Salary Trend

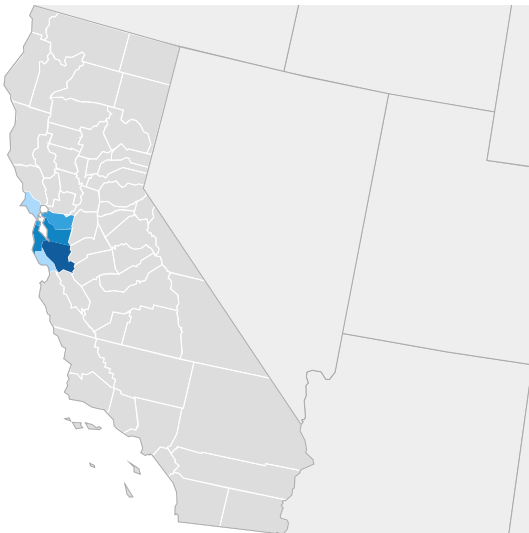
▼8.7% May 2025 – May 2026
\$35.08 Median



3,091 Job Postings

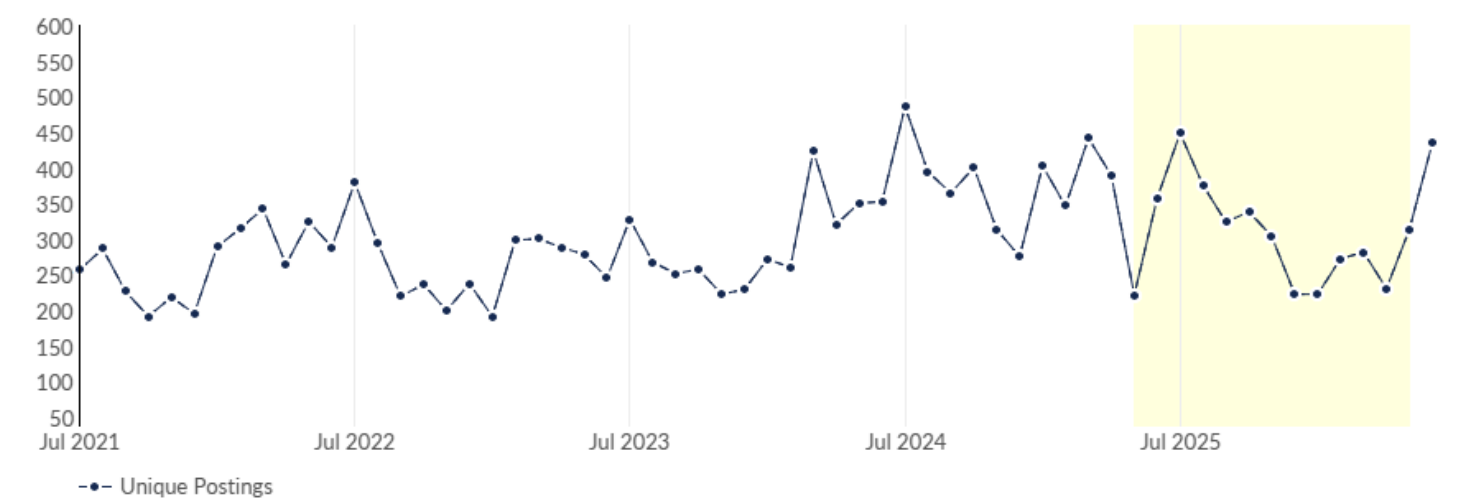


Job Postings Regional Breakdown



County	Unique Postings (May 2025 - May 2026)
Santa Clara County, CA	1,271
Alameda County, CA	880
San Mateo County, CA	764
Contra Costa County, CA	474
San Francisco County, CA	325

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2026	435	2 : 1
May 2026	314	2 : 1
Apr 2026	231	2 : 1
Mar 2026	282	3 : 1
Feb 2026	273	3 : 1
Jan 2026	223	3 : 1
Dec 2025	223	3 : 1
Nov 2025	304	2 : 1
Oct 2025	339	2 : 1
Sep 2025	324	2 : 1
Aug 2025	376	2 : 1
Jul 2025	449	2 : 1
Jun 2025	358	2 : 1
May 2025	222	2 : 1
Apr 2025	390	3 : 1
Mar 2025	442	8 : 1
Feb 2025	347	5 : 1
Jan 2025	403	6 : 1
Dec 2024	276	5 : 1
Nov 2024	314	5 : 1

Oct 2024	401	5 : 1
Sep 2024	365	4 : 1
Aug 2024	395	4 : 1
Jul 2024	486	4 : 1
Jun 2024	353	3 : 1
May 2024	351	4 : 1
Apr 2024	321	3 : 1
Mar 2024	424	3 : 1
Feb 2024	261	2 : 1
Jan 2024	272	3 : 1
Dec 2023	230	3 : 1
Nov 2023	223	4 : 1
Oct 2023	258	3 : 1
Sep 2023	252	4 : 1
Aug 2023	268	5 : 1
Jul 2023	328	5 : 1
Jun 2023	246	6 : 1
May 2023	279	7 : 1
Apr 2023	289	6 : 1
Mar 2023	301	5 : 1
Feb 2023	299	6 : 1
Jan 2023	192	6 : 1
Dec 2022	238	7 : 1
Nov 2022	200	4 : 1
Oct 2022	237	4 : 1
Sep 2022	220	4 : 1
Aug 2022	295	4 : 1
Jul 2022	380	4 : 1
Jun 2022	289	3 : 1
May 2022	325	4 : 1
Apr 2022	265	3 : 1

Mar 2022	343	5 : 1
Feb 2022	315	3 : 1
Jan 2022	290	3 : 1
Dec 2021	196	4 : 1
Nov 2021	219	4 : 1
Oct 2021	192	5 : 1
Sep 2021	227	3 : 1
Aug 2021	287	3 : 1
Jul 2021	257	5 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	0	0%
High school or GED	2,509	64%
Associate's degree	1,107	28%
Bachelor's degree	1,207	31%
Master's degree	271	7%
Ph.D. or professional degree	19	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	2,509	0	64%
Associate's degree	594	499	15%
Bachelor's degree	815	330	21%
Master's degree	0	253	0%
Ph.D. or professional degree	0	19	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	2,897	74%
0 - 1 Years	576	15%
2 - 3 Years	300	8%
4 - 6 Years	139	4%
7 - 9 Years	1	0%
10+ Years	5	0%

Top Companies Posting

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Calex Sports	954 / 408	2 : 1 	19 days
Euro School Of Tennis	471 / 283	2 : 1 	30 days
24 Hour Fitness	886 / 230	4 : 1 	30 days
Oakland Unified School District	181 / 78	2 : 1 	43 days
Equinox	175 / 64	3 : 1 	18 days
Jackson Therapy Partners	236 / 59	4 : 1 	20 days
University of California-Berkeley	109 / 54	2 : 1 	36 days
Corepower Yoga	69 / 46	2 : 1 	38 days
Stanford University	140 / 43	3 : 1 	23 days
EXOS	119 / 42	3 : 1 	31 days

Top Cities Posting

City	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
San Francisco, CA	697 / 325	2 : 1 	31 days
San Jose, CA	769 / 318	2 : 1 	31 days
Oakland, CA	533 / 232	2 : 1 	32 days
San Mateo, CA	373 / 157	2 : 1 	29 days
Fremont, CA	313 / 148	2 : 1 	30 days
Santa Clara, CA	249 / 132	2 : 1 	24 days
Palo Alto, CA	217 / 128	2 : 1 	29 days
Berkeley, CA	242 / 110	2 : 1 	29 days
Mountain View, CA	220 / 107	2 : 1 	30 days
Sunnyvale, CA	200 / 106	2 : 1 	27 days

Top Posted Occupations

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Coaches and Scouts	4,557 / 2,308	2 : 1 	30 days
Exercise Trainers and Group Fitness Instructors	1,888 / 768	2 : 1 	29 days
Physical Therapist Assistants	1,444 / 563	3 : 1 	26 days
Athletic Trainers	283 / 139	2 : 1 	32 days
Exercise Physiologists	220 / 80	3 : 1 	25 days
Athletes and Sports Competitors	136 / 60	2 : 1 	33 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Coaches and Scouts	4,557 / 2,308	2 : 1 	30 days
Exercise Trainers and Group Fitness Instructors	1,888 / 768	2 : 1 	29 days
Physical Therapist Assistants	1,444 / 563	3 : 1 	26 days
Athletic Trainers	283 / 139	2 : 1 	32 days
Exercise Physiologists	220 / 80	3 : 1 	25 days
Athletes and Sports Competitors	136 / 60	2 : 1 	33 days

Top Posted Occupations

Occupation	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Coach	4,557 / 2,308	2 : 1 	30 days
Personal Trainer / Fitness Instructor	1,888 / 768	2 : 1 	29 days
Physical Therapy Assistant	1,444 / 563	3 : 1 	26 days
Athletic Trainer	283 / 139	2 : 1 	32 days
Exercise Physiologist / Specialist	220 / 80	3 : 1 	25 days
Athlete / Sports Competitor	136 / 60	2 : 1 	33 days

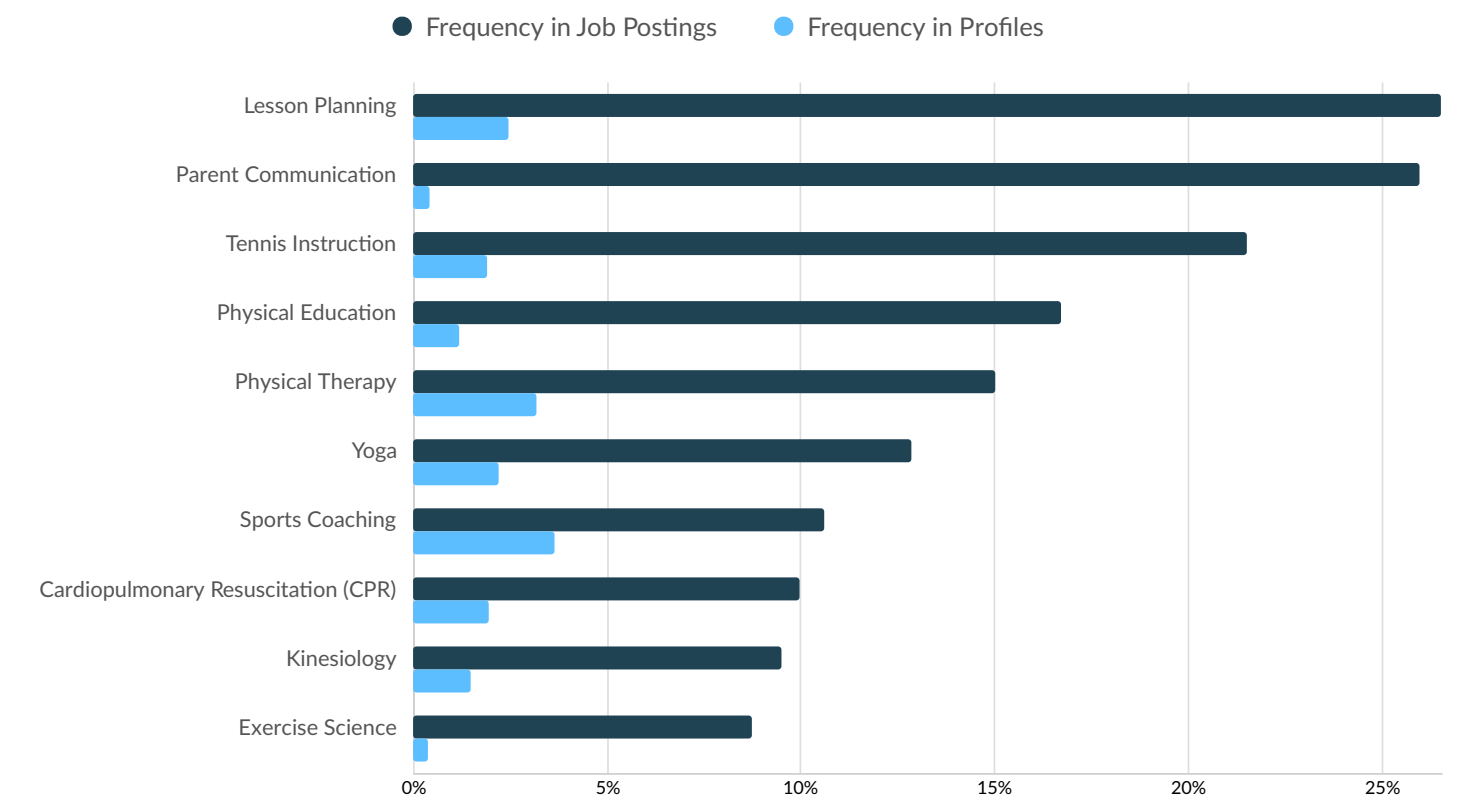
Top Posted Job Titles

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Tennis Coaches	565 / 287	2 : 1 	29 days
Physical Therapist Assistants	696 / 246	3 : 1 	25 days
Physical Therapy Assistants	395 / 158	3 : 1 	22 days
Personal Trainers	315 / 156	2 : 1 	18 days
Fitness Coaches	630 / 151	4 : 1 	36 days
Assistant Tennis Coaches	299 / 149	2 : 1 	29 days
After School Tennis Coaches	224 / 121	2 : 1 	30 days
Tennis Instructors	223 / 118	2 : 1 	27 days
Picklers	162 / 90	2 : 1 	31 days
Athletic Trainers	163 / 87	2 : 1 	32 days

Top Industries

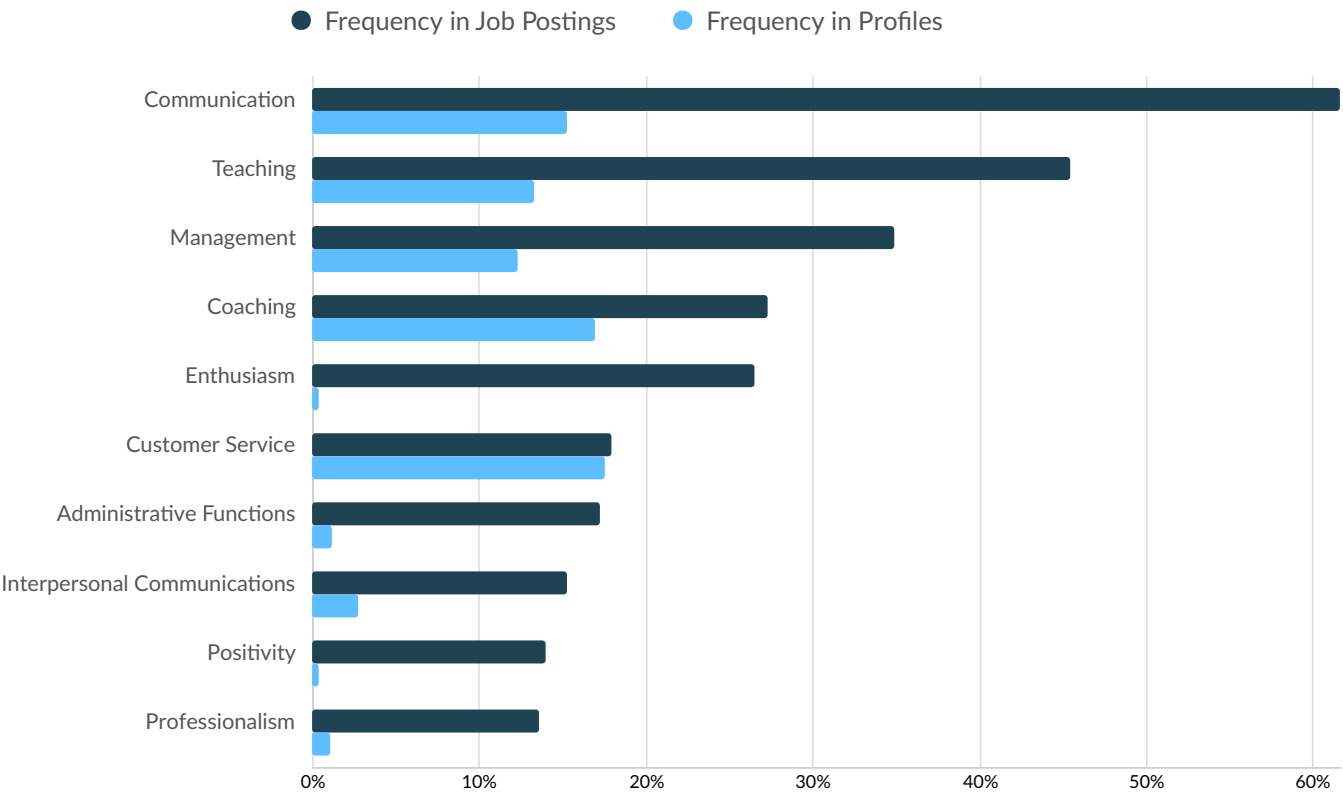
	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Sports and Recreation Instruction	1,162 / 501	2 : 1 	22 days
Fitness and Recreational Sports Centers	1,274 / 419	3 : 1 	33 days
Elementary and Secondary Schools	603 / 348	2 : 1 	28 days
All Other Amusement and Recreation Industries	477 / 285	2 : 1 	30 days
Colleges, Universities, and Professional Schools	673 / 237	3 : 1 	32 days
Employment Placement Agencies	297 / 86	3 : 1 	20 days
Offices of Physical, Occupational and Speech Therapists, and Audiologists	186 / 84	2 : 1 	26 days
All Other Miscellaneous Schools and Instruction	137 / 77	2 : 1 	39 days
Junior Colleges	238 / 72	3 : 1 	32 days
Nursing Care Facilities (Skilled Nursing Facilities)	175 / 66	3 : 1 	33 days

Top Specialized Skills



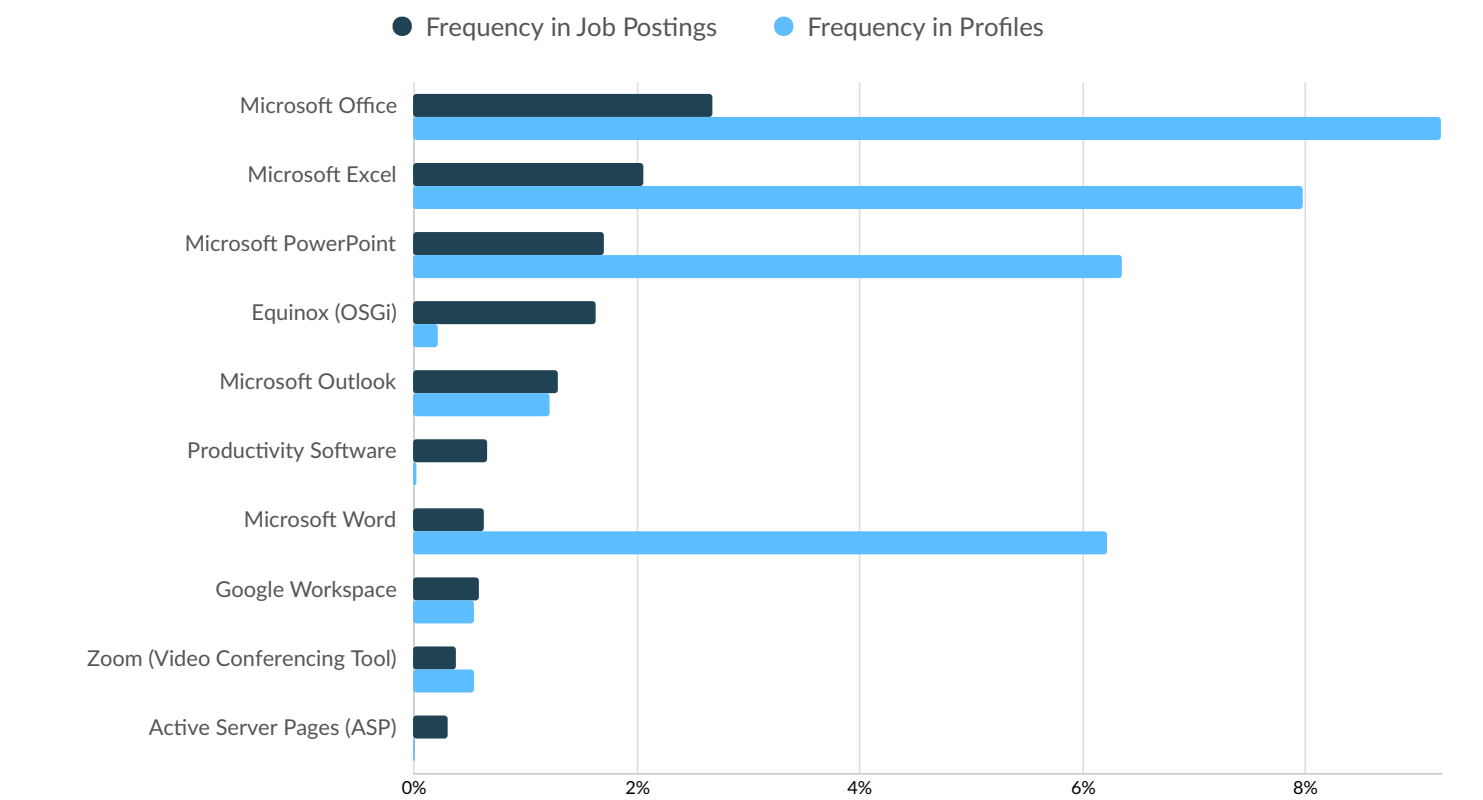
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Lesson Planning	1,040	27%	682	2%	+13.8%	Growing
Parent Communication	1,019	26%	119	0%	+13.6%	Growing
Tennis Instruction	843	22%	521	2%	+25.1%	Rapidly Growing
Physical Education	656	17%	329	1%	+11.0%	Growing
Physical Therapy	589	15%	876	3%	+15.9%	Growing
Yoga	504	13%	606	2%	+10.2%	Growing
Sports Coaching	416	11%	1,005	4%	+20.5%	Rapidly Growing
Cardiopulmonary Resuscitation (CPR)	391	10%	531	2%	+15.1%	Growing
Kinesiology	372	9%	406	1%	+15.5%	Growing
Exercise Science	342	9%	105	0%	+10.9%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	2,415	62%	4,210	15%	+8.5%	Stable
Teaching	1,780	45%	3,666	13%	+15.4%	Growing
Management	1,367	35%	3,371	12%	+5.7%	Stable
Coaching	1,069	27%	4,644	17%	+14.1%	Growing
Enthusiasm	1,039	27%	105	0%	+21.1%	Rapidly Growing
Customer Service	703	18%	4,816	18%	+5.0%	Stable
Administrative Functions	676	17%	314	1%	+13.0%	Growing
Interpersonal Communications	600	15%	748	3%	+11.9%	Growing
Positivity	547	14%	111	0%	+15.9%	Growing
Professionalism	534	14%	293	1%	+13.1%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	105	3%	2,532	9%	+16.9%	Growing
Microsoft Excel	81	2%	2,192	8%	+14.8%	Growing
Microsoft PowerPoint	67	2%	1,748	6%	+19.9%	Rapidly Growing
Equinox (OSGi)	64	2%	59	0%	+13.9%	Growing
Microsoft Outlook	51	1%	336	1%	+22.2%	Rapidly Growing
Productivity Software	26	1%	9	0%	+12.2%	Growing
Microsoft Word	25	1%	1,708	6%	+6.8%	Stable
Google Workspace	23	1%	149	1%	+17.1%	Rapidly Growing
Zoom (Video Conferencing Tool)	15	0%	151	1%	+12.5%	Growing
Active Server Pages (ASP)	12	0%	6	0%	+1.5%	Lagging

Top Qualifications

	Postings with Qualification
Cardiopulmonary Resuscitation (CPR) Certification	1,203
First Aid Certification	612
Automated External Defibrillator (AED) Certification	582
Personal Trainer Certification	274
Valid Driver's License	273
American College Of Sports Medicine (ACSM) Certification	169
Physical Therapy Assistant License	144
Basic Life Support (BLS) Certification	123
American Red Cross (ARC) Certification	101
Certified Athletic Trainer	88

Top Advertised Benefits

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Work-Life Balance	2,763 / 1,454	2 : 1 	29 days
Education and Career Development	2,653 / 1,338	2 : 1 	29 days
Retirement and Savings	2,230 / 882	3 : 1 	27 days
Insurance	1,558 / 682	2 : 1 	30 days
Paid Leave	1,441 / 633	2 : 1 	32 days
Supplemental Pay	912 / 442	2 : 1 	23 days
Health and Wellness Benefits	876 / 382	2 : 1 	30 days
Other Benefits	372 / 217	2 : 1 	28 days

Appendix A

Top Posting Sources

Website	Postings on Website (May 2025 - May 2026)
simplyhired.com	2,603
indeed.com	1,592
glassdoor.com	183
24hourfitness.com	158
dejobs.org	134
diversityjobs.com	119
hercjobs.org	80
edjoin.org	73
disabledperson.com	72
gr8jobs.net	63
paycomonline.net	57
myworkdayjobs.com	55
chronicle.com	54
jobmonkeyjobs.com	48
higherredjobs.com	46
madison.com	41
myworkdaysite.com	41
careersingovernment.com	40
scholarshipdb.net	39
taleo.net	37
icims.com	34
craigslist.org	31
governmentjobs.com	30
healthcareers.com	30
stanford.edu	26

Appendix B

Sample Postings

Assistant Physical Education Coach	
Link to Live Job Posting: Posting is no longer active	
Location: San Rafael, CA	O*NET: 27-2022.00
Company: National Academy Of Athletics	Job Title: Physical Education Coaches

Positions Starts from 8/22/26

Now Hiring:

Elementary School PE Coach (No Credential Required!) Do you love working with kids? Are you passionate about fitness, fun, and helping students build lifelong healthy habits? Our organization is looking for an energetic and positive Elementary PE Coach to lead games, sports, and activities for grades TK-5. No teaching credential required — just a big heart, strong leadership, and a love for keeping kids moving! What You'll Do Teach fun and engaging PE lessons that are provided to you (think soccer, basketball, tag games, fitness challenges, and more). Encourage teamwork, fair play, and confidence in every student. Keep kids safe and motivated while making PE the highlight of their day. Organize and maintain equipment so it's ready for action. Be a role model for active living and a healthy lifestyle. Assist the Lead coach with classroom management and setup Be prepared to step in and sub for Lead coaches that are out (higher rate of pay for these shifts) What We're Looking For Experience working with children (coaching, teaching, camp counselor, or recreation programs). Enthusiasm for sports, fitness, and movement. Strong communication and classroom management skills. Ability to create a fun, inclusive, and structured environment. CPR/First Aid certification (or willingness to get it). Great work ethic Why You'll Love It Here Make a real impact on kids' health, confidence, and teamwork skills. Work in a supportive school environment where PE is valued. Be active, creative, and hands-on every day. Join a team that celebrates positivity, energy, and student growth. Essential Duties and Responsibilities Plan and implement physical education lessons that are developmentally appropriate and aligned with school standards. Introduce students to a variety of physical activities and fitness concepts. Create an inclusive, safe, and supportive environment that encourages participation by all students. Supervise students during physical activities, ensuring safety and positive behavior. Maintain and organize PE equipment and ensure proper use. Provide feedback to students to support skill development and growth. Collaborate with staff and administration to support school-wide programs and events. Comply with all school policies, procedures, and safety regulations. Qualifications High school diploma or equivalent required; associate's or bachelor's degree in kinesiology, physical education, recreation, or related field preferred. Prior experience working with elementary-aged children (teaching, coaching, or recreation). Knowledge of physical education concepts, fitness, and age-appropriate activities. Strong classroom management and communication skills. CPR/First Aid certification (or ability to obtain within 60 days of hire). Work Conditions Position includes both indoor and outdoor activities throughout the school year. Requires standing, movement, and physical participation in activities. Must be able to lift and set up PE equipment.

Job Types:

Full-time, Part-time, Contract Pay:

\$21.00 - \$23.50 per hour

Benefits:

On-the-job training Paid time off Paid training Professional development assistance Referral program Ability to

Commute:

San Rafael, CA 94903 (Preferred) Ability to

Relocate:

San Rafael, CA 94903: Relocate before starting work (Preferred)

Work Location:

In person

Head Soccer Coaches — Unclassified in Walnut Creek, CA (Feb 2026 - Apr 2026)

Head Soccer Coach	
Link to Live Job Posting: Posting is no longer active	
Location: Walnut Creek, CA	O*NET: 27-2022.00
Company: Unclassified	Job Title: Head Soccer Coaches
Head Soccer Coach Walnut Creek, CA Job Details Part-time 1 day ago Qualifications CPR Certification Website management Outdoor work Sports coaching First aid Mid-level High school diploma or GED Team development Schedule management First Aid Certification Team management Instructor-led training (training delivery method) Organizational skills 1 year Associate's degree Process management Leadership Soccer Full Job Description Benefits: Competitive salary At Walnut Creek Surf Soccer Club, our mission is to enrich the community by developing athletes with a strong foundation of skills to play at any level, while providing our players and families an environment that focuses on teaching life lessons and building a love for soccer. We are looking to hire additional Part Time soccer coaches for our growing club! Our coaches are: Committed to supporting WC Surf Soccer Club's mission and values in building the love of soccer. Ready to coach their team at all competitive team practices, tournaments, and events. Engaged in the development of our players. Including the overall team concept and team play ability and elevating the level of play. RESPONSIBILITIES Thorough knowledge of the laws of the game. Technical and tactical competence of the game that assists in growth for the individual player and team. Promote positive player habits (on-field), and personal habits (off-field) as an effort to develop/unlock well rounded players. Facilitate learning, using personal skills and experience in combination with Club resources, staff, and continuing education to help players and teams improve their own skills, performance, and competitive competency. Commitment to teaching players how to be coachable, remaining open-minded about the potential of all players, and giving constructive feedback. Proactively & professionally work with parent groups, volunteers, coaching team, and players, including maintaining positive communication Club-wide. Professional demeanor on the field at all times, including true respect to opposing team, coaches, players and referees. Provide 3 training sessions per week (excludes matches). Prepare a practice plan for all training sessions and keep a record of practice plans for all sessions. Set goals and objectives, and develop game plans for Games; showing growth progressions, development, and skill for each individual player, as well as team. Dependent on age group; Execute successful indoor winter Futsal league experience, including weekend games. Dependent on age group; Utilize video analysis Assist with tasks and duties as assigned by AGC, DoC, or GM. RESULTS AND OUTCOMES Build and maintain a positive rapport with all members of the Club; including players, parents, coaches, board members, and the general Club community. Adhere to Club guidelines for player & team development, meeting specific goals for your age group and level. Work with coaching teams and functional groups. Maintain 90% attendance record of your team practices, games, and events. Show history of player/team development in training planning and/or game management utilizing tools including coachingmanual.com. Execute a minimum of two monthly team emails communicating team vision, reflection, scheduling, and encouragement, as well as maintain open lines of communication. Schedule and provide pre-season parent/team meeting that includes player & parent expectations, season training and match schedule, including events, travel expectations and commitment Attend monthly coaches meetings throughout the year. Attend Club's Annual General Meeting. Manage (or assign to team manager) team web page, and team communication app that includes roster, scheduling,	

messaging, results and events. Write 2 Player Development Plans and hold 2 meetings for 100% of team members during season for the Fall and Spring PDP's. 100% response rate to all parent/player inquiries within 48 hours.

KEY GOALS & SUCCESS FACTORS

You will be successful in this role if you are a coach who is: present, consistent, motivated/inspired, able to relate to kids and parents, takes initiative, willing to compete/battle/grind, club-minded and gets your team involved in the Club. Maintain a successful track record of demonstrated personality/character traits for team and athletic leadership. Character should be positive, collaborative, proactive, with an orientation to problem-solving, success building, professional, and overall uplifting

QUALIFICATIONS

EDUCATION High School Diploma or equivalent Associate or bachelor's degree preferred US Soccer Certification Modules USSF D License, or equivalent, or commitment to begin process

LEADERSHIP & MANAGEMENT

At least one year of experience leading a team, club, or organization. Career or personal initiative showing commitment to full year project/assignment. Proven track record of leadership, and mature self-awareness of leadership style and coaching philosophy Must pass affiliated national association coaching requirements, including FBI/DOJ Clearance via LiveScan, CPR/First Aid, and applicable state of California employment certifications, etc.

WORK ENVIRONMENT

Acceptance of team assignment and understanding that hourly commitments vary during the year or season, and commitment to balance work hours without accumulating daily or weekly overtime, including weekend shifts and/or long special events days. Requires long periods of sitting, standing, walking, running, and moving, the ability to lift/carry at least 50 lbs., and a general high level of physical movement. Outdoor exposure to varying weather conditions, including: cold, heat, fluctuating AQI, sun, wind, rain, arid, humid, etc. Employees must personally track hours worked by department, project, or event. Travel to/from fields and/or event locations, including last minute itinerary changes. Dynamic interpersonal climate

OTHER DETAILS

Location:

On-site- Walnut Creek, CA Working hours: Part Time, weekend availability required Compensation varies depending on team assignment and experience. Annual salary range of \$13,000.00- \$19,000.00 per team assigned. With the possibility of coaching multiple teams per season.

Certified Physical Therapy Assistant

Link to Live Job Posting: Posting is no longer active

Location: Santa Cruz, CA	O*NET: 31-2021.00
Company: Unclassified	Job Title: Physical Therapy Assistants

Certified Physical Therapy Assistant 2990 Soquel Avenue, Santa Cruz, CA 95062

Part-time, Full-time Part-time, Full-time Certified Physical Therapy Assistant Job Summary:

We are seeking a highly motivated and compassionate Certified Physical Therapy Assistant (PTA) to join our team at Redwood Grove Post Acute in Santa Cruz, CA. As a PTA, you will play a vital role in providing high-quality physical therapy services to our patients. If you are passionate about helping others achieve their full potential, we encourage you to apply for this rewarding opportunity.

Responsibilities:

Under the supervision of a licensed Physical Therapist, assist in developing and implementing individualized treatment plans for patients with diverse physical therapy needs Conduct patient evaluations and assessments to identify goals, limitations, and potential barriers to successful treatment Implement and modify physical therapy interventions, including exercises, modalities, and education, to promote patient recovery and independence Collaborate with a multidisciplinary team of healthcare professionals to ensure comprehensive patient care Maintain accurate and detailed records of patient progress and treatment plans About the

Role:

As a Certified Physical Therapy Assistant at Redwood Grove Post Acute, you will have the opportunity to work with a diverse patient population, including those with chronic conditions, injuries, and age-related changes. Our state-of-the-art facilities and equipment will provide you with the tools you need to deliver exceptional care. We are committed to providing a supportive and engaging work environment that fosters professional growth and development.

Requirements:

Current certification as a Physical Therapy Assistant (PTA) in the state of California High school diploma or equivalent required; associate's or bachelor's degree in physical therapy or a related field preferred Ability to pass a pre-employment physical examination and obtain any necessary vaccinations Strong communication and interpersonal skills Ability to lift, transfer, and move patients, as well as push and pull equipment, up to 50 pounds

Benefits:

to join our dynamic team and make a meaningful difference in the lives of others!

Head Soccer Coaches — Unclassified in Walnut Creek, CA (Nov 2025 - Dec 2025)

Head Soccer Coach	
Link to Live Job Posting: Posting is no longer active	
Location: Walnut Creek, CA	O*NET: 27-2022.00
Company: Unclassified	Job Title: Head Soccer Coaches
Head Soccer Coach Walnut Creek Surf Soccer Club Walnut Creek, CA Job Details Part-time 1 day ago Qualifications CPR Certification Outdoor work Sports coaching First aid Mid-level Communication platforms Customer inquiry handling High school diploma or GED Team development Schedule management Bachelor's degree First Aid Certification Team management Organizational skills Training & development 1 year Associate's degree Process management Leadership Soccer Training delivery Full Job Description Benefits: Competitive salary At Walnut Creek Surf Soccer Club, our mission is to enrich the community by developing athletes with a strong foundation of skills to play at any level, while providing our players and families an environment that focuses on teaching life lessons and building a love for soccer. We are looking to hire additional Part Time soccer coaches for our growing club! Our coaches are: Committed to supporting WC Surf Soccer Club's mission and values in building the love of soccer. Ready to coach their team at all competitive team practices, tournaments, and events. Engaged in the development of our players. Including the overall team concept and team play ability and elevating the level of play. RESPONSIBILITIES Thorough knowledge of the laws of the game. Technical and tactical competence of the game that assists in growth for the individual player and team. Promote positive player habits (on-field), and personal habits (off-field) as an effort to develop/unlock well rounded players. Facilitate learning, using personal skills and experience in combination with Club resources, staff, and continuing education to help players and teams improve their own skills, performance, and competitive competency. Commitment to teaching players how to be coachable, remaining open-minded about the potential of all players, and giving constructive feedback. Proactively & professionally work with parent groups, volunteers, coaching team, and players, including maintaining positive communication Club-wide. Professional demeanor on the field at all times, including true respect to opposing team, coaches, players and referees. Provide 3 training sessions per week (excludes matches). Prepare a practice plan for all training sessions and keep a record of practice plans for all sessions. Set goals and objectives, and develop game plans for Games; showing growth progressions, development, and skill for each individual player, as well as team. Dependent on age group; Execute successful indoor winter Futsal league experience, including weekend games. Dependent on age group; Utilize video analysis Assist with tasks and duties as assigned by AGC, DoC, or GM. RESULTS AND OUTCOMES Build and maintain a positive rapport with all members of the Club; including players, parents, coaches, board members, and the general Club community. Adhere to Club guidelines for player & team development, meeting specific goals for your age group and level. Work with coaching teams and functional groups. Maintain 90% attendance record of your team practices, games, and events. Show history of player/team development in training planning and/or game management utilizing tools including coachingmanual.com. Execute a minimum of two monthly team emails communicating team vision, reflection, scheduling, and encouragement, as well as maintain open lines of communication. Schedule and provide pre-season parent/team meeting that includes player & parent expectations, season training and match schedule, including events, travel expectations and commitment Attend monthly coaches meetings throughout the year. Attend Club's Annual	

General Meeting. Manage (or assign to team manager) team web page, and team communication app that includes roster, scheduling, messaging, results and events. Write 2 Player Development Plans and hold 2 meetings for 100% of team members during season for the Fall and Spring PDP's. 100% response rate to all parent/player inquiries within 48 hours.

KEY GOALS & SUCCESS FACTORS

You will be successful in this role if you are a coach who is: present, consistent, motivated/inspired, able to relate to kids and parents, takes initiative, willing to compete/battle/grind, club-minded and gets your team involved in the Club. Maintain a successful track record of demonstrated personality/character traits for team and athletic leadership. Character should be positive, collaborative, proactive, with an orientation to problem-solving, success building, professional, and overall uplifting

QUALIFICATIONS

EDUCATION High School Diploma or equivalent Associate or bachelor's degree preferred US Soccer Certification Modules USSF D License, or equivalent, or commitment to begin process

LEADERSHIP & MANAGEMENT

At least one year of experience leading a team, club, or organization. Career or personal initiative showing commitment to full year project/assignment. Proven track record of leadership, and mature self-awareness of leadership style and coaching philosophy Must pass affiliated national association coaching requirements, including FBI/DOJ Clearance via LiveScan, CPR/First Aid, and applicable state of California employment certifications, etc.

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OTHER DETAILS

Location:

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Chiropractic Assistant (Records Clerk)	
Link to Live Job Posting: Posting is no longer active	
Location: Hayward, CA	O*NET: 31-2021.00
Company: Life Chiropractic College West	Job Title: Chiropractic Assistants
Chiropractic Assistant (Records Clerk) Life Chiropractic College West - 4.3 Hayward, CA Job Details Full-time \$20 - \$22 an hour 1 day ago Benefits Store discount Paid holidays Disability insurance Health insurance Dental insurance 401(k) Flexible spending account Employee assistance program Vision insurance Life insurance Qualifications Document review (document control) Microsoft Excel Maintaining an organized workspace Achieving HIPAA compliance Medical software Phone communication Maintaining patient confidentiality Student record keeping Medical office experience HIPAAAdministrative experience High school diploma or GED Medical administrative support Bachelor's degree Laundry Patient interaction Clerical experience Productivity software 1 year Patient charting Clean workspace maintenance Medical imaging Managing patient records Associate's degree Communication skills Entry level File organization Client interaction via phone calls Full Job Description Chiropractic Assistant (Records Clerk) Life Chiropractic College West Hayward, CA Give. Do. Love. Serve. From One's Own Abundance. Position Details: Pay Range: \$20 - \$22 per hour Full-Time, Exempt 40 hours per week Fully Onsite Position in Hayward, CA Essential Job Responsibilities: Maintain and retrieve active/inactive patient/students files and x-rays Maintain patient confidence by keeping patient records information confidential Process subpoena, X-ray, and medical records request Request outside medical records/x-rays for patients upon request File documentation including but not limited to patient/student DACBR reports Maintain check out/in all Health Center equipment Perform all aspects of document imaging including prepping, scanning and indexing Pull, sort and file reports in medical charts Purge records as needed and maintaining a complete inventory list of all archived charts Answer all incoming telephone calls in a friendly and professional manner with a professional and pleasant disposition; calls originate from patients, students, faculty, staff, agencies, external persons/entities and the campus community Be knowledgeable and courteous while assisting customers and transferring calls appropriately Perform clerical functions related to ongoing department operations Review scanned documents to assure accuracy Maintain the cleanliness and organization of the Health Center Maintain/replenish office forms, supplies and equipment Maintain continuity of work operations by documenting and communicating actions, irregularities, and continuing needs Serve and protect Life Chiropractic College West by adhering to professional standards, agency policies and procedures, federal, state, and local requirements. Assist in laundry (washing/drying/folding) Manage / assist with copy requests Record / audit student credit (earned via CLL courses) Create / maintain files for CLL courses, including managing the transition of files between quarters, creating temporary files and sample files, and setting up / retrieving files for class labs Abide by HIPAA laws regarding confidential patient information Serve with confidentiality Other duties as required Qualifications: Minimum of High School Diploma or equivalent. AA or Bachelor's degree preferred. 1+ years in a chiropractic or medical office setting. Familiar with HIPAA regulations; Demonstrated knowledge and proficiency in the principles, procedures and best practices related to this position; proficient knowledge of general office equipment such as phones, printers, computers and Microsoft Office Suite (Word, Excel, Power Point) Ability to work with confidential material and maintain confidentiality along with sensitivity; Strong verbal and written	

communication skills; Ability to learn medical and insurance billing software; Ability to provide excellent customer service to the campus community.

Employee Benefits:

Free Chiropractic Care for Employees (Discounted Care for Immediate Family Members) Paid Vacation Time, Personal Days, and Sick Time 11 Paid Holidays Merchandise Discount in Bookstore Engaging and Inclusive Environment Paid community service such as local events, fundraisers, and volunteering opportunities Medical, dental, vision, and life insurance benefits (After 30 days of employment) 401(k) Plan (After 30 days of employment)

Flexible Spending Account Employee Assistance Program Paid Short Term and Long Term Disability About Us:

At its core, Life West empowers transformation by offering its students a path to help create a brighter future for humanity with the Doctor of Chiropractor (DC) degree. In March 1981, through the efforts of Dr. George Anderson, Dr. George Wentland, and Dr. Sid E. Williams, president and founder of Life Chiropractic College, an agreement was reached between Life Chiropractic College and Pacific States Chiropractic College. As a result, the college was renamed Life Chiropractic College West. Life West is proud of its history and legacy of producing happy and successful alumni who practice around the world. Build a campus culture that embraces diversity and inclusion Develop a culture of service within and outside of the college Improve institutional effectiveness through constant innovation and assessment To learn more about Life Chiropractic College West and our mission, please visit our website: <https://lifewest.edu/about> Life Chiropractic College West values diversity in our college and workplace. Our company provides equal opportunity for employment to qualified applicants on the basis of experience and the ability to do the available work, without regard to race, religion, color, age, sex/gender, sexual orientation, national origin, gender identity, disability, marital status, veteran status, genetic information, ancestry or any other status protected by law. LCCW is also committed to compliance with all fair employment practices regarding citizenship and immigration status.

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 Kinesiology

Executive Summary & Comparative Overview

While both Associate Degree (AA) and Bachelor’s Degree candidates in Kinesiology compete in a dynamic labor market with strong baseline demand for coaches and fitness instructors, earning a Bachelor’s degree unlocks **26.3% more unique job postings** (3,918 vs. 3,103) and expands employer participation by **36.2%** (504 posting companies vs. 370). Furthermore, specialized clinical and performance roles—such as Athletic Trainers and Exercise Physiologists—are almost exclusively gated behind a Bachelor’s degree.

Metric	Associate's Degree Dataset	Bachelor's Degree Dataset	Variance / Delta
Unique Job Postings	3,103	3,918	+815 (+26.3%)
Total Job Postings	6,629	8,528	+1,899 (+28.6%)
Unique Employers Hiring	370 companies	504 companies	+134 (+36.2%)
Median Advertised Hourly Pay	\$34.83 / hr	\$35.08 / hr	+\$0.25 / hr (+0.7%)
1-Year Advertised Salary Growth	+4.6%	+8.7%	+4.1 percentage points
Median Job Posting Duration	29 Days	30 Days	+1 Day
Posting Intensity	2 : 1	2 : 1	Identical

1. Salary Levels & Compensation Growth

At a surface glance, median advertised hourly wages appear quite close: **\$34.83/hr** for the AA dataset versus **\$35.08/hr** for the Bachelor's dataset. However, a closer look at advertised salary trends over the 12-month period reveals significant structural differences:

- **Salary Trajectory:** Advertised salaries for Bachelor's degree postings grew by **8.7%** between May 2025 and May 2026, compared to **4.6%** growth for AA-level job postings.
- **Wage Ceiling & Salary Distribution:** The broader range of upper-tier corporate, academic, and clinical roles accessible to Bachelor’s degree holders drives faster compensation growth, whereas AA-level positions remain largely clustered around entry-level coaching, group fitness, and instructional roles.
- **Data Confidence:** The salary analysis is derived from high observation rates in both datasets, with 2,475 salary observations (80% of postings) in the AA report and 3,091 salary observations (79% of postings) in the Bachelor's report.

2. Occupational Breakdown: Entry Gating & Career Specialization

The structural difference between the two qualification levels is most pronounced when examining specific O*NET occupation codes.

Unique Job Postings by Occupation

Occupation Title	AA Dataset	Bachelor's Dataset
Coaches and Scouts	1,954 postings	2,308 postings
Exercise Trainers & Fitness Instructors	597 postings	768 postings
Physical Therapist Assistants	492 postings	563 postings
Athletic Trainers	17 postings	139 postings
Exercise Physiologists	6 postings	80 postings
Athletes and Sports Competitors	37 postings	60 postings

Key Takeaway on Gated Professions:

- **Exercise Physiologists:** Bachelor’s degree requirement unlocks an **1,233% increase** in unique postings (80 vs. 6).
- **Athletic Trainers:** A Bachelor’s degree provides an **818% increase** in job availability (139 vs. 17).

Roles such as Athletic Trainers and Exercise Physiologists frequently mandate 4-year degree qualifications, specialized coursework, and clinical certifications, making an Associate's degree insufficient for full entry into these specialized healthcare fields.

3. Geographic Distribution: Where the Jobs Are Located

Job posting volume across Bay Area counties and cities demonstrates a noticeable shift in geographic concentration between the two degree levels.

Regional / County Breakdown

- **Santa Clara County:** Leads total posting volume in both reports, accounting for **1,004 postings** in the AA dataset and **1,271 postings** in the Bachelor's dataset.
- **Alameda County:** Ranks second, with **727 AA postings** and **880 Bachelor's postings**.
- **San Mateo County:** Holds **647 AA postings** and **764 Bachelor's postings**.
- **Contra Costa County:** Accounts for **399 AA postings** and **474 Bachelor's postings**.
- **San Francisco County:** Shows the largest relative shift, increasing from **194 postings** at the AA level to **325 postings** at the Bachelor's level—a **67.5% surge**.

Top Municipal Hiring Centers

1. **San Francisco, CA:** Ranks 3rd in AA job postings (194 unique postings), but jumps to **1st place** in the Bachelor's report (325 unique postings).
2. **San Jose, CA:** Leads the AA market with **241 unique postings**, and ranks 2nd in the Bachelor's market with **318 unique postings**.
3. **Oakland, CA:** Generates **203 AA postings** compared to **232 Bachelor's postings**.
4. **San Mateo, CA:** Features **137 AA postings** versus **157 Bachelor's postings**.
5. **Fremont, CA:** Represents **119 AA postings** versus **148 Bachelor's postings**.

4. Employer Landscape & Industry Channels

Employer Types & Top Hiring Organizations

Employers hiring AA graduates are predominantly youth sports programs, commercial gyms, and private lesson clinics. While these organizations remain top recruiters in the Bachelor's dataset as well, high-performance athletic providers, elite corporate wellness centers, and research universities enter the hiring mix at the 4-year level.

- **Calex Sports:** Top employer in both datasets (408 unique postings).
- **Euro School Of Tennis:** 283 unique postings in both reports.
- **24 Hour Fitness:** 230 unique postings in both reports.
- **Oakland Unified School District:** 78 unique postings in both reports.
- **Higher Education Institutions & Performance Facilities:**
 - **University of California-Berkeley:** 36 unique postings in the AA dataset vs. **54 unique postings** in the Bachelor's dataset.
 - **Stanford University:** Appears in the top 10 employers for Bachelor's degree holders with **43 unique postings** (not listed in the AA top employer summary).
 - **EXOS (Human Performance):** Posts **42 unique positions** requiring a Bachelor's degree.

Industry Sectors

The industry sector breakdown illustrates that higher education institutions account for a vastly larger market share for Bachelor's degree graduates:

- **Colleges, Universities, and Professional Schools:** Accounts for **237 unique postings** requiring a Bachelor's degree, compared to just **53 postings** accessible to AA degree holders—a **347% increase**.
- **Sports and Recreation Instruction:** 447 AA postings vs. 501 Bachelor's postings.
- **Fitness and Recreational Sports Centers:** 352 AA postings vs. 419 Bachelor's postings.
- **Elementary and Secondary Schools:** 281 AA postings[cite: 2] vs. 348 Bachelor's postings[cite: 1].

5. Experience Requirements & Minimum Qualifications

Both datasets reveal low barriers to entry regarding formal job experience, though Bachelor's positions ask for slightly more professional experience.

- **No Experience Listed:** 79% of postings in the AA dataset list no minimum experience requirement (2,459 postings)[cite: 2], compared to 74% in the Bachelor's dataset (2,897 postings)[cite: 1].
- **0–1 Years Experience:** Required in 13% of AA postings (412 postings)[cite: 2] vs. 15% of Bachelor's postings (576 postings)[cite: 1].
- **2–3 Years Experience:** Required in 5% of AA postings (148 postings)[cite: 2] vs. 8% of Bachelor's postings (300 postings)[cite: 1].

Minimum Education Requirements Stated in Postings

Within the AA dataset, 81% of job postings specify High School or GED as their absolute baseline requirement, while 19% explicitly list an Associate's degree as the minimum threshold[cite: 2]. In the Bachelor's dataset, 21% of total postings require a Bachelor's degree as their absolute baseline minimum, 15% specify an Associate's degree, and 64% list High School/GED[cite: 1].

Conclusion & Strategic Recommendations

While an **Associate Degree in Kinesiology** provides immediate entry into community recreation, youth sports coaching, group fitness instruction, and physical therapy support roles[cite: 2], transferring to complete a **Bachelor's Degree** provides substantial long-term benefits[cite: 1]:

1. **Broader Access:** Unlocks **815 additional unique local job opportunities** and opens doors to **134 additional hiring employers** in the Bay Area.
2. **Access to Clinical & Specialized Careers:** Essential for candidates pursuing professions in athletic training, exercise physiology, higher education sports administration, and high-performance strength and conditioning.
3. **Faster Wage Growth:** Delivers nearly **double the annualized wage growth** (+8.7% vs. +4.6%), providing better economic resilience and higher earnings potential over time.

