

Spanish
Labor Market Analysis 2025-26

Introduction

This report includes three segments:

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

Job Posting Analytics

Lightcast Q3 2026 Data Set

July 2026

San Mateo County Community College District



3401 CSM Drive
San Mateo, California 94402
650.358.6880

Parameters

Select Timeframe: May 2025 - May 2026

Occupations:

Results should include

Code	Description
27-3091	Interpreters and Translators

Regions:

Code	Description	Code	Description
6001	Alameda County, CA	6081	San Mateo County, CA
6013	Contra Costa County, CA	6085	Santa Clara County, CA
6041	Marin County, CA	6087	Santa Cruz County, CA
6075	San Francisco County, CA		

Advertised Salary: Include all postings regardless

Minimum Experience Required: Any

STARs Relevant: Include all postings regardless

Education Level:

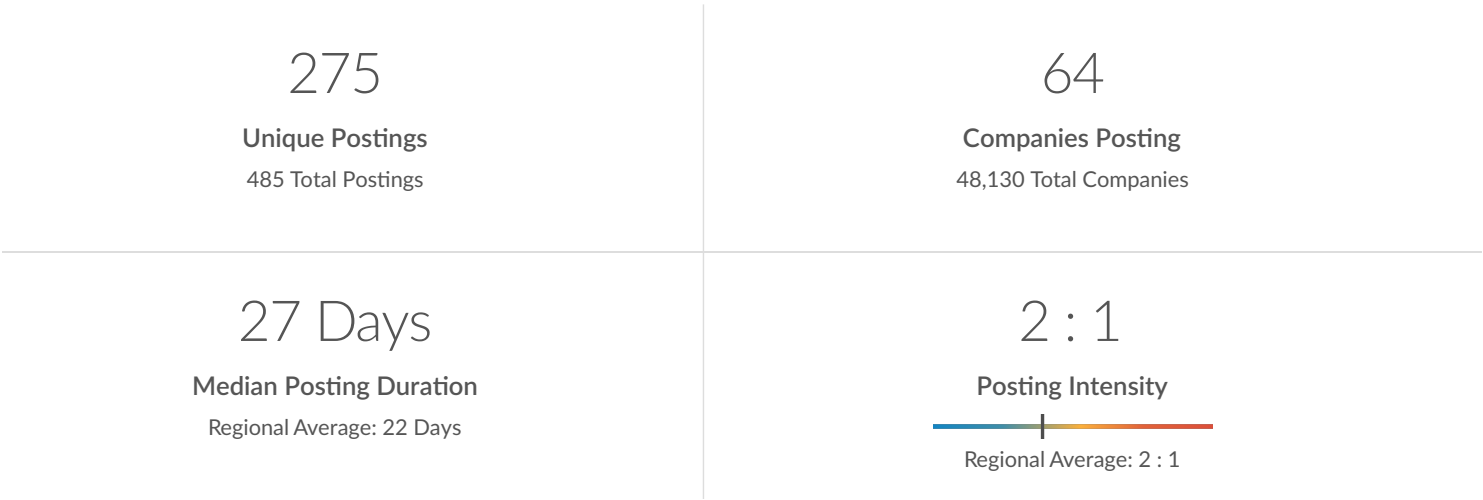
Description	Description
High school or GED	Associate's degree

Job Type: Include Internships

Keyword Search:

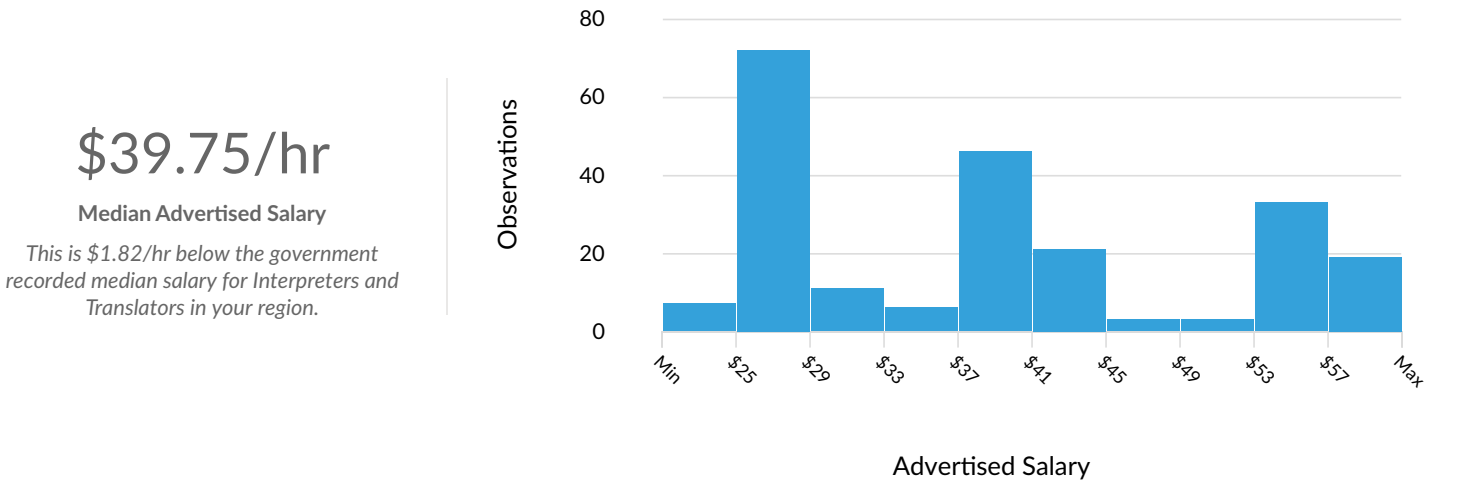
Posting Type: Newly Posted

Job Postings Overview



Advertised Salary

There are 221 advertised salary observations (80% of the 275 matching postings).

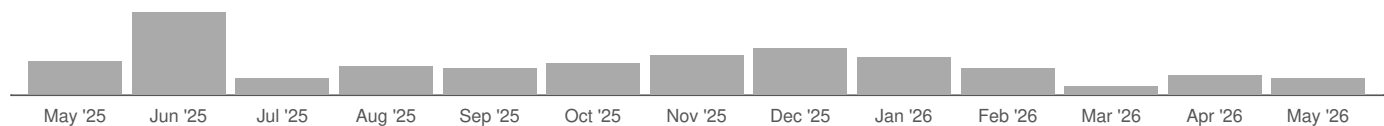


Advertised Salary Trend

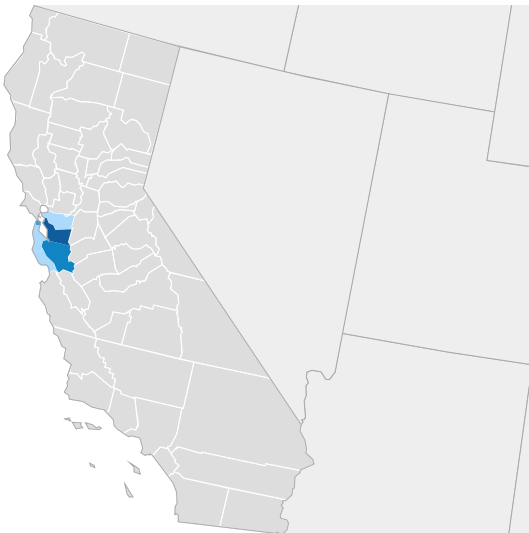
▲ 38.6% May 2025 - May 2026
\$39.75 Median



221 Job Postings

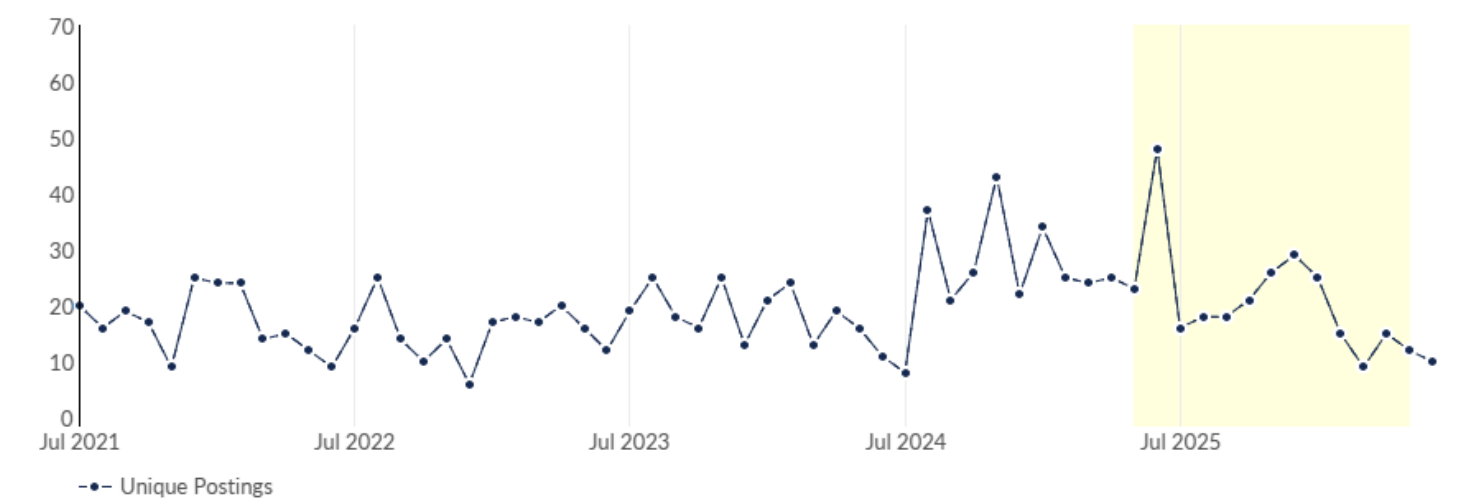


Job Postings Regional Breakdown



County	Unique Postings (May 2025 - May 2026)
Alameda County, CA	120
Santa Clara County, CA	65
San Francisco County, CA	42
San Mateo County, CA	25
Contra Costa County, CA	13

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2026	10	1 : 1
May 2026	12	2 : 1
Apr 2026	15	2 : 1
Mar 2026	9	2 : 1
Feb 2026	15	2 : 1
Jan 2026	25	2 : 1
Dec 2025	29	2 : 1
Nov 2025	26	2 : 1
Oct 2025	21	2 : 1
Sep 2025	18	2 : 1
Aug 2025	18	1 : 1
Jul 2025	16	2 : 1
Jun 2025	48	1 : 1
May 2025	23	2 : 1
Apr 2025	25	2 : 1
Mar 2025	24	2 : 1
Feb 2025	25	2 : 1
Jan 2025	34	2 : 1
Dec 2024	22	2 : 1
Nov 2024	43	2 : 1

Oct 2024	26	3 : 1
Sep 2024	21	2 : 1
Aug 2024	37	1 : 1
Jul 2024	8	2 : 1
Jun 2024	11	3 : 1
May 2024	16	2 : 1
Apr 2024	19	2 : 1
Mar 2024	13	2 : 1
Feb 2024	24	2 : 1
Jan 2024	21	2 : 1
Dec 2023	13	4 : 1
Nov 2023	25	3 : 1
Oct 2023	16	3 : 1
Sep 2023	18	2 : 1
Aug 2023	25	2 : 1
Jul 2023	19	2 : 1
Jun 2023	12	2 : 1
May 2023	16	2 : 1
Apr 2023	20	3 : 1
Mar 2023	17	2 : 1
Feb 2023	18	2 : 1
Jan 2023	17	3 : 1
Dec 2022	6	3 : 1
Nov 2022	14	2 : 1
Oct 2022	10	1 : 1
Sep 2022	14	2 : 1
Aug 2022	25	6 : 1
Jul 2022	16	2 : 1
Jun 2022	9	4 : 1
May 2022	12	10 : 1
Apr 2022	15	3 : 1

Mar 2022	14	3 : 1
Feb 2022	24	4 : 1
Jan 2022	24	3 : 1
Dec 2021	25	2 : 1
Nov 2021	9	2 : 1
Oct 2021	17	2 : 1
Sep 2021	19	4 : 1
Aug 2021	16	4 : 1
Jul 2021	20	2 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	0	0%
High school or GED	250	91%
Associate's degree	41	15%
Bachelor's degree	76	28%
Master's degree	9	3%
Ph.D. or professional degree	7	3%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	250	0	91%
Associate's degree	25	3	9%
Bachelor's degree	0	67	0%
Master's degree	0	2	0%
Ph.D. or professional degree	0	7	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	188	68%
0 - 1 Years	49	18%
2 - 3 Years	30	11%
4 - 6 Years	2	1%
7 - 9 Years	4	1%
10+ Years	2	1%

Top Companies Posting

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Hanna Interpreting Services	155 / 82	2 : 1 	29 days
Cayuse Shared Services	30 / 30	1 : 1 	32 days
ProCare Therapy	25 / 20	1 : 1 	12 days
Stanford Health Care	29 / 15	2 : 1 	16 days
Soliant Health	14 / 12	1 : 1 	29 days
Edjoin.Org	27 / 9	3 : 1 	18 days
Ohlone College	15 / 7	2 : 1 	31 days
The Kace Company	4 / 4	1 : 1 	n/a
Kelly Services	12 / 4	3 : 1 	32 days
Cayuse Holdings	11 / 4	3 : 1 	42 days

Top Cities Posting

City	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Oakland, CA	105 / 66	2 : 1 	32 days
San Francisco, CA	70 / 42	2 : 1 	32 days
San Jose, CA	58 / 32	2 : 1 	22 days
Fremont, CA	38 / 23	2 : 1 	22 days
Palo Alto, CA	31 / 17	2 : 1 	16 days
Redwood City, CA	14 / 9	2 : 1 	13 days
Berkeley, CA	17 / 8	2 : 1 	39 days
San Mateo, CA	12 / 7	2 : 1 	17 days
Watsonville, CA	13 / 7	2 : 1 	37 days
Alameda, CA	6 / 6	1 : 1 	11 days

Top Posted Occupations

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Interpreters and Translators	485 / 275	2 : 1 	27 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Interpreters and Translators	485 / 275	2 : 1 	27 days

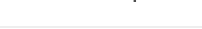
Top Posted Occupations

Occupation	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Interpreter / Translator	485 / 275	2 : 1 	27 days

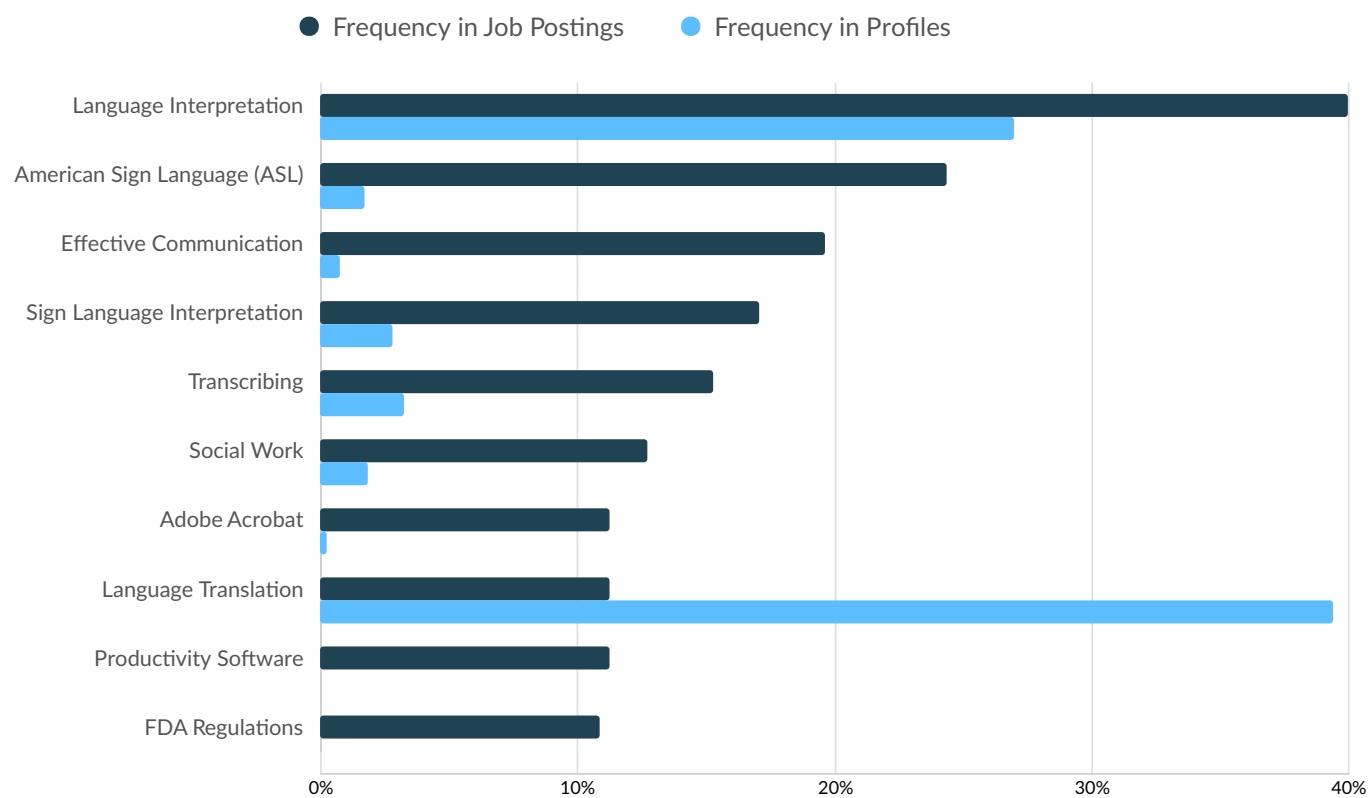
Top Posted Job Titles

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Interpreters	76 / 48	2 : 1 	32 days
American Sign Language Interpreters	60 / 34	2 : 1 	22 days
Sign Language Interpreters	25 / 22	1 : 1 	14 days
Educational Interpreters	14 / 12	1 : 1 	12 days
Spanish Interpreters	24 / 11	2 : 1 	26 days
Vietnamese Interpreters	20 / 11	2 : 1 	32 days
Spanish Interpreters/Translators	14 / 8	2 : 1 	14 days
Medical Interpreters/Translators	14 / 6	2 : 1 	22 days
Deaf Interpreters	11 / 6	2 : 1 	38 days
Spanish Medical Interpreters	6 / 5	1 : 1 	24 days

Top Industries

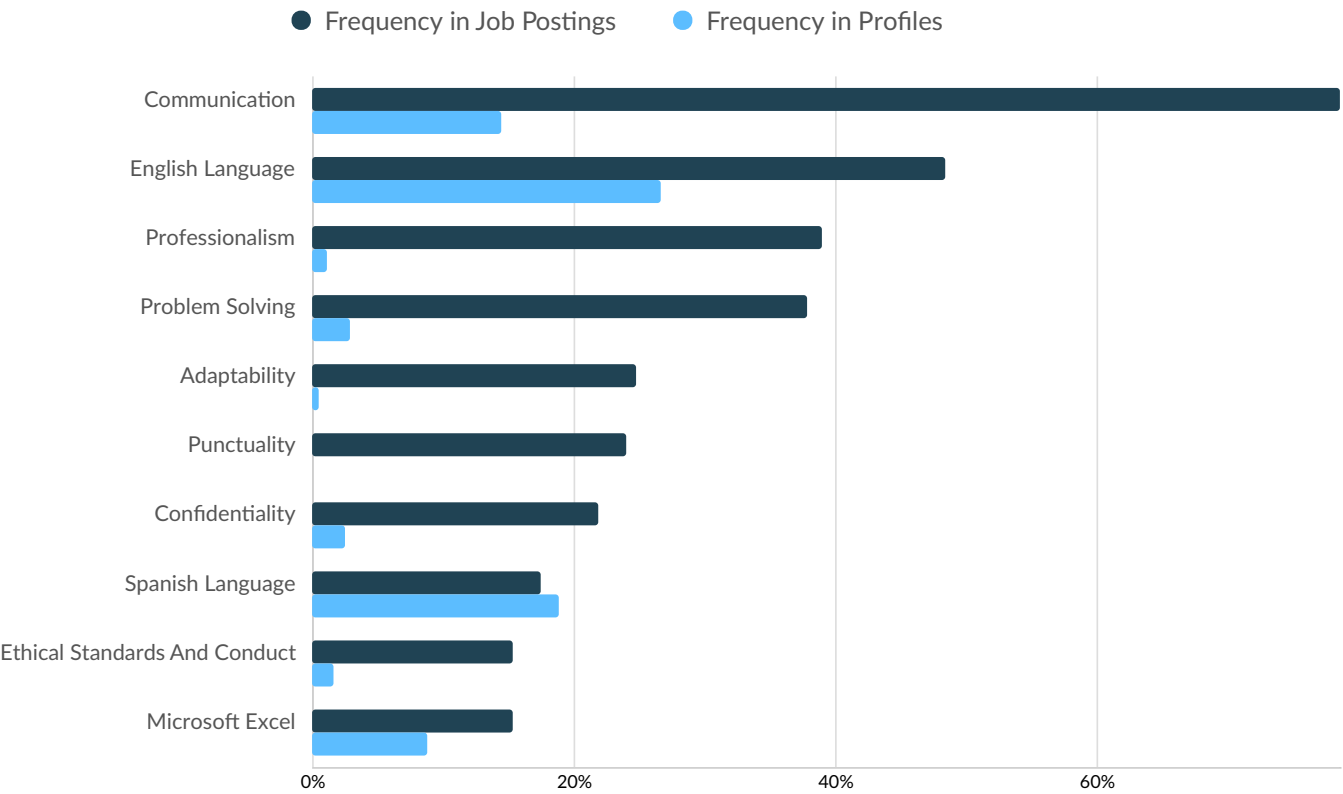
	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Translation and Interpretation Services	167 / 90	2 : 1 	29 days
All Other Professional, Scientific, and Technical Services	41 / 32	1 : 1 	32 days
Temporary Help Services	46 / 27	2 : 1 	12 days
Employment Placement Agencies	37 / 23	2 : 1 	30 days
General Medical and Surgical Hospitals	32 / 17	2 : 1 	17 days
Elementary and Secondary Schools	26 / 15	2 : 1 	22 days
Junior Colleges	15 / 7	2 : 1 	31 days
Computer Systems Design Services	4 / 4	1 : 1 	n/a
Offices of Other Holding Companies	11 / 4	3 : 1 	42 days
Other Services Related to Advertising	3 / 3	1 : 1 	n/a

Top Specialized Skills



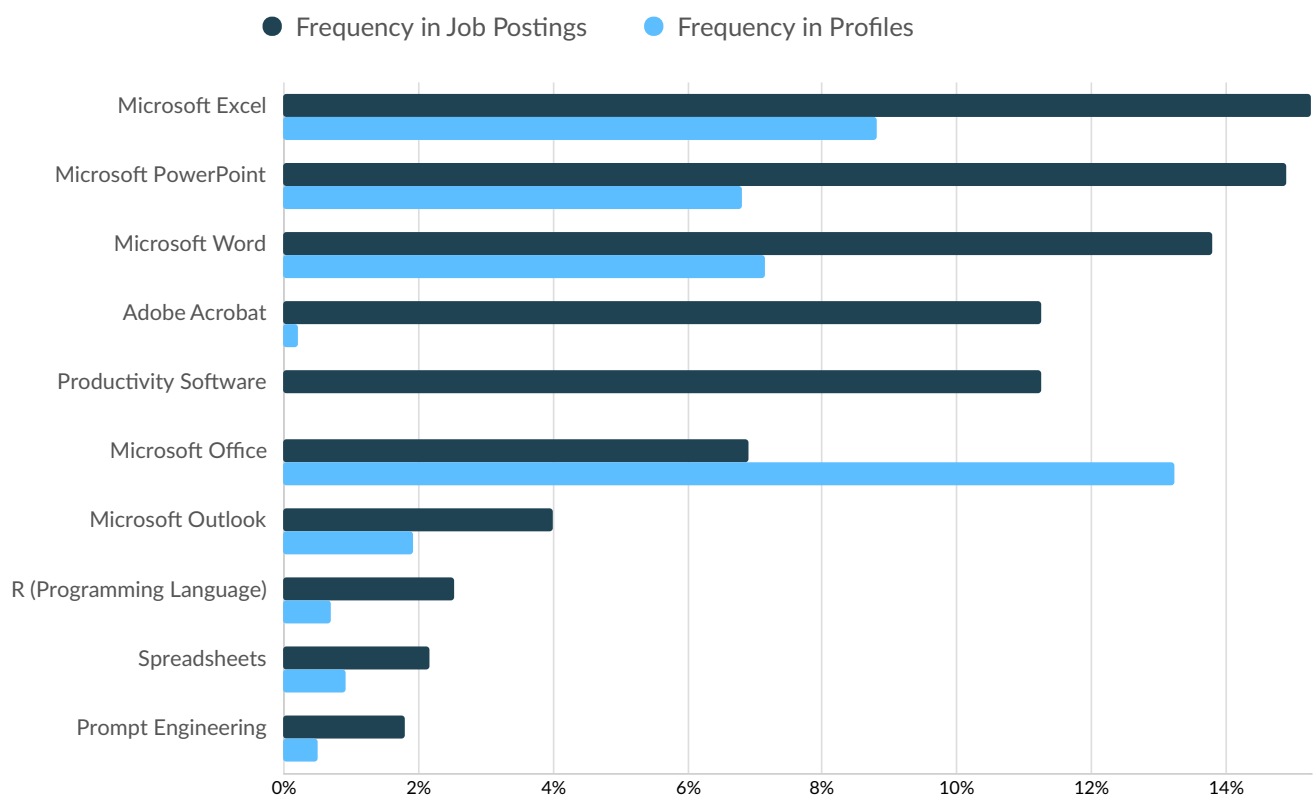
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Language Interpretation	110	40%	939	27%	+13.7%	Growing
American Sign Language (ASL)	67	24%	59	2%	+25.0%	Rapidly Growing
Effective Communication	54	20%	27	1%	+14.7%	Growing
Sign Language Interpretation	47	17%	97	3%	+13.9%	Growing
Transcribing	42	15%	113	3%	+9.3%	Growing
Social Work	35	13%	65	2%	+10.9%	Growing
Adobe Acrobat	31	11%	8	0%	+6.9%	Stable
Language Translation	31	11%	1,370	39%	+14.2%	Growing
Productivity Software	31	11%	0	0%	+12.2%	Growing
FDA Regulations	30	11%	0	0%	+8.0%	Stable

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	216	79%	502	14%	+8.5%	Stable
English Language	133	48%	926	27%	+13.0%	Growing
Professionalism	107	39%	38	1%	+13.1%	Growing
Problem Solving	104	38%	99	3%	+11.1%	Growing
Adaptability	68	25%	17	0%	+16.4%	Growing
Punctuality	66	24%	2	0%	+8.2%	Stable
Confidentiality	60	22%	87	3%	+7.0%	Stable
Spanish Language	48	17%	657	19%	+5.4%	Stable
Ethical Standards And Conduct	42	15%	57	2%	+15.4%	Growing
Microsoft Excel	42	15%	307	9%	+14.8%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Excel	42	15%	307	9%	+14.8%	Growing
Microsoft PowerPoint	41	15%	237	7%	+19.9%	Rapidly Growing
Microsoft Word	38	14%	249	7%	+6.8%	Stable
Adobe Acrobat	31	11%	8	0%	+6.9%	Stable
Productivity Software	31	11%	0	0%	+12.2%	Growing
Microsoft Office	19	7%	460	13%	+16.9%	Growing
Microsoft Outlook	11	4%	67	2%	+22.2%	Rapidly Growing
R (Programming Language)	7	3%	25	1%	+18.0%	Rapidly Growing
Spreadsheets	6	2%	32	1%	+15.6%	Growing
Prompt Engineering	5	2%	18	1%	+41.7%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Valid Driver's License	15
Cardiopulmonary Resuscitation (CPR) Certification	5
First Aid Certification	5
No Child Left Behind Act (NCLB) Standards	4
Certified Medical Interpreter	4
Security Clearance	4
CDL Class C License	2
Nationally Certified School Psychologist	2
Typing Certification	1
State Bar Membership	1

Top Advertised Benefits

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Work-Life Balance	222 / 132	2 : 1 	32 days
Education and Career Development	99 / 60	2 : 1 	32 days
Insurance	94 / 40	2 : 1 	20 days
Retirement and Savings	89 / 35	3 : 1 	21 days
Paid Leave	63 / 27	2 : 1 	32 days
Health and Wellness Benefits	31 / 12	3 : 1 	21 days
Supplemental Pay	10 / 5	2 : 1 	21 days
Other Benefits	10 / 3	3 : 1 	39 days

Appendix A

Top Posting Sources

Website	Postings on Website (May 2025 - May 2026)
simplyhired.com	178
indeed.com	85
dejobs.org	16
glassdoor.com	15
edjoin.org	14
workable.com	13
governmentjobs.com	7
stanfordhealthcare.org	7
clearancejobs.com	5
diversityjobs.com	5
academiccareers.com	4
careersingovernment.com	3
dice.com	3
icims.com	3
madison.com	3
soliant.com	3
bebee.com	2
careerarc.com	2
justlanded.com	2
mykelly.com	2
saludos.com	2
spectraforce.com	2
topschooljobs.org	2
appleone.com	1
arkansasjobboard.com	1

Appendix B

Sample Postings

Hunting Guides — Insight Global in Belmont, CA (May 2026 - Active)

Flex Learning Guide	
Link to Live Job Posting: dejobs.org	
Location: Belmont, CA	O*NET: 27-3091.00
Company: Insight Global	Job Title: Hunting Guides
Job Description Butterfly Grove School is a premier independent school dedicated exclusively to the education and empowerment of students on the autism spectrum. The Flex Learning Guide's primary mission is to provide felt safety and communication access for every student they support. The Flex Learning Guide floats across all learning pods, providing critical support wherever it is needed most on any given day. This role pivots fluidly between students, pods, and contexts, and requires someone who can step in with full attunement and readiness. The Flex Learning Guide works alongside students who may use sounds, gestures, body language, or high-tech devices to express themselves. The goal is not to make them speak, but to ensure they are heard, understood, and fully included in the life of the school. We are a company committed to creating diverse and inclusive environments where people can bring their full, authentic selves to work every day. We are an equal opportunity/affirmative action employer that believes everyone matters. Qualified candidates will receive consideration for employment regardless of their race, color, ethnicity, religion, sex (including pregnancy), sexual orientation, gender identity and expression, marital status, national origin, ancestry, genetic factors, age, disability, protected veteran status, military or uniformed service member status, or any other status or characteristic protected by applicable laws, regulations, and ordinances. If you need assistance and/or a reasonable accommodation due to a disability during the application or recruiting process, please send a request to HR@insightglobal.com. To learn more about how we collect, keep, and process your private information, please review Insight Global's Workforce Privacy Policy: https://insightglobal.com/workforce-privacy-policy/. Skills and Requirements High School Diploma required; Associate's or Bachelor's degree in Psychology, Education, Speech-Language Pathology, or a related field preferred • Familiarity with robust AAC communication systems, including Proloquo2Go, TouchChat, and letterboards, or a demonstrated commitment to developing this knowledge • Experience working with neurodiverse students, particularly those on the autism spectrum, including students who use non-verbal or alternative communication • Experience in a Non-Public or Independent School setting preferred • High emotional intelligence and the ability to read non-verbal cues, body language, and subtle shifts in student affect and engagement • Understanding of sensory processing and co-regulation strategies • Strong ability to build rapport quickly across a wide range of students and adapt support approaches in real time • Commitment to the belief that every student has something to say and the right to be heard, understood, and included • Ability to keep up with active learners, move between floor-time play and standing transitions, and lift/transfer students if required (usually up to 40 lbs)	

Realtime Captioner - Mid to Experienced Level (Maryland)	
Link to Live Job Posting: Posting is no longer active	
Location: San Francisco, CA	O*NET: 27-3091.00
Company: National Security Agency	Job Title: Captioners
Job Description: Fort George G. Meade Complex, MD Pay Plan: GG, Grade: 11/1 to 14/10 Open: 2025-12-22, Close: 2026-01-18 Responsibilities The Office of Reasonable Accommodation Services (ORAS) has an immediate opening for Realtime Captioners to provide Communication Access Realtime Translation (CART) services and live event captioning services for Deaf and Hard of Hearing (DHH) employees. The incumbent will: • Plan, organize, and implement Communication Access Realtime Translation (CART) services; caption complex subject matter in a variety of classified, highly technical, sensitive and unique situations as well as training and informational discussions for various disciplines and personnel to include Engineers, Mathematicians and Computer Scientists. • Exhibit discretion and professionalism. • Conduct Local travel may be required to provide accommodations. If needed: • Suggest best practice solutions to problems/issues involving DHH employees • Support other programs and services provided by ORAA • Maintain accurate and timely accounting of assignments Job Summary Realtime Captioners serve as one of the focal points by facilitating communication and providing expertise in the field of captioning. They are on the front lines of delivering the best in customer service, technical support, administrative and management services in mission and support fields. Organizations require a myriad of assistance with the coordination of reasonable accommodations for their operational products and services. Qualifications The qualifications listed are the minimum acceptable to be considered for the position. A degree in any field is acceptable. Certification must be in Realtime Captioning (for example, NCRA Certified Realtime Captioner; NVRA Registered Broadcast Captioner or Registered CART Provider; NCSP, NER-Certified Speech-to-Text Provider).	

FULL PERFORMANCE

Entry is with a Realtime Captioning certification plus one of the following: high school diploma or GED plus 7 years of relevant experience; or an Associate's degree plus 5 years of relevant experience; or a Bachelor's degree plus 3 years of relevant experience; or a Master's degree plus 1 year of relevant experience, or a Doctoral degree plus 1 year of relevant experience. Relevant experience must include one or more of the following: live broadcast captioning or Communications Access Realtime Translation (CART). This experience must include providing speech-to-text in realtime, using specialized captioning software and equipment. Experience may include realtime court reporting. SENIOR Entry is with a Realtime Captioning certification plus one of the following: high school diploma or GED plus 10 years of relevant experience; or an Associate's degree plus 8 years of relevant experience; or a Bachelor's degree plus 6 years of relevant experience; or a Master's degree plus 4 years of relevant experience, or a Doctoral degree plus 2 years of relevant experience. Relevant experience must include one or more of the following: live broadcast captioning or Communications Access Realtime Translation (CART). This experience must include providing speech-to-text in realtime, using specialized captioning software and equipment. Additional experience may also include one or more of the following: realtime court reporting, providing oversight of captioning services, coordination of implementation of CART services, taking on a leadership role, or quality assurance. Competencies The ideal candidate should have:

- Ability to caption highly specialized terminology and adapt to a wide variety of settings, incorporating new terminology as appropriate to facilitate a cryptologic-associated vocabulary.
- Ability to negotiate and develop informal resolutions with personnel at all levels.
- Superior accuracy and speed to provide Realtime Captioning in a variety of settings such as one on one, meetings, training, and conferences, and live event broadcast captioning.
- Knowledge of captioning services, equipment, and resources available in accommodating individuals who are deaf or hard of hearing in order to accurately provide an appropriate fit for associated needs.
- Outstanding oral and written communications skills.
- Experience with Intranet, Internet, Microsoft Office Suite (Microsoft Outlook, Microsoft Word, Microsoft Access, PowerPoint, and Excel).
- Minimum of three years' experience providing Communication Access Realtime Translation (CART) is preferred.
- Valid driver's license (maintain licensure throughout employment)

Pay, Benefits, & Work Schedule Pay:

Salary offers are based on candidates' education level and years of experience relevant to the position and also take into account information provided by the hiring manager/organization regarding the work level for the position.

Salary Range:

\$84,601

- \$185,234 (Full Performance, Senior) Salary range varies by location, work level, and relevant experience to the position.

Training will be provided based on the selectee's needs and experience.

Benefits:

NSA offers a comprehensive benefits package.

Work Schedule:

This is a full-time position, Monday

- Friday, with basic 8hr/day work requirement between 6:00 a.

m. and 6:00 p.m. (flexible).

DCIPS Trial Period:

If selected for this position, you will be required to serve a two-year DCIPS trial period, unless you are a veterans' preference-eligible employee, in which case you are required to serve a one-year trial period. This trial period runs concurrently with your commitment to the position, if applicable. Before finalizing your appointment at the conclusion of your trial period, NSA will determine whether your continued

employment advances the public interest. This decision will be based on factors such as your performance and conduct; the Agency's needs and interests; whether your continued employment would advance the Agency's organizational goals; and whether your continued employment would advance the efficiency of the Federal service. Upon completion of your trial period, your employment will be terminated unless you receive certification, in writing, that your continued employment advances the public interest. If you do not receive certification for continued employment, you should receive written notice prior to the end of your trial period that your employment will be terminated and the effective date of such termination.

Sign Language Interpreters — Pine Health in Oakland, CA (May 2026 - May 2026)

Sign Language Interpreter (SLI) + EIPA or RID (26/27 School Year)	
Link to Live Job Posting: Posting is no longer active	
Location: Oakland, CA	O*NET: 27-3091.00
Company: Pine Health	Job Title: Sign Language Interpreters
Sign Language Interpreter (SLI) + EIPA or RID (26/27 School Year) Pine Health, LLC - 4.2 Oakland, CA Job Details Contract \$60 - \$65 an hour 14 days ago Qualifications Interpretation Teaching math Curriculum development English American Sign Language High school diploma or GED Working with children Student support Classroom experience Full Job Description We are seeking a qualified Sign Language Interpreter (SLI) to support Deaf and Hard of Hearing students in a K-12 educational setting. The SLI will facilitate communication between students, staff, and peers by providing accurate interpretation services in both instructional and non-instructional environments. Candidates must meet California educational interpreter standards, including a minimum EIPA score of 4.0 or equivalent certification such as RID certification . (26/27) School Year. Key Responsibilities Provide real-time interpretation between spoken English and American Sign Language (ASL) for students in classroom settings. Support student access to instruction, including lectures, discussions, group work, and school activities. Interpret during meetings, assessments, IEPs, and school-related events as needed. Collaborate with teachers, special education staff, and support personnel to promote student success. Maintain professional boundaries and neutrality while interpreting. Adhere to confidentiality guidelines in accordance with FERPA and district policies. Modify interpreting approach based on student language needs and educational level. Assist with reinforcing academic content when appropriate under staff direction. Minimum Qualifications EIPA (Educational Interpreter Performance Assessment) score of 4.0 or higher OR RID (Registry of Interpreters for the Deaf) certification Compliance with California state requirements for educational interpreters High school diploma or equivalent (Associate's or Bachelor's degree preferred) Proficiency in American Sign Language (ASL) and English Strong understanding of Deaf culture Preferred Qualifications Experience working in K-12 school settings Knowledge of IEP goals and special education practices Additional certifications (NIC, NAD, or equivalent) Experience with diverse student populations, including those with multiple needs Work Environment School-based setting (general education or special education classrooms) May include one-on-one or group interpretation Potential travel between sites depending on assignment Physical Requirements Ability to sustain visually and mentally demanding work Dexterity for rapid hand and finger movements Ability to sit or stand for extended periods Equal Opportunity Statement We are an equal opportunity employer committed to diversity and inclusion in the workplace. Pay: \$60.00 - \$65.00 per hour Work Location: In person	

Sign Language Interpreters (SLI)	
Link to Live Job Posting: Posting is no longer active	
Location: San Jose, CA	O*NET: 27-3091.00
Company: Aequor Healthcare Services	Job Title: Sign Language Interpreters
Sign Language Interpreters (SLI) Aequor Healthcare•4.0 San Jose, CA Job Details Contract \$55•\$60 an hour 2 days ago Benefits Dental insurance Vision insurance Life insurance Qualifications High school diploma or GED Full Job Description Pay: \$55•\$60 per hour Position Summary The School-Based Sign Language Interpreter facilitates communication between students who are Deaf or Hard of Hearing and their peers, teachers, and staff within the educational environment. The Interpreter ensures equal access to instruction, school activities, and related services in accordance with federal and state regulations. Essential Responsibilities Interpretation Services Provide real-time interpretation using American Sign Language (ASL), Signed Exact English (SEE), or other communication modes as specified in the student's IEP. Interpret classroom instruction, discussions, assemblies, field trips, extracurricular activities, and school-related events. Provide voice interpretation (spoken English) when appropriate. Educational Support Review lesson plans and instructional materials in advance to ensure accurate interpretation. Clarify cultural and linguistic nuances as appropriate to support student understanding. Maintain the integrity of teacher instruction while accurately conveying content. Collaboration Collaborate with teachers of the Deaf/Hard of Hearing, general and special education teachers, related service providers, and administrators. Participate in IEP meetings as a member of the educational team when appropriate. Communicate regularly with staff regarding student needs while maintaining confidentiality. Professional & Ethical Standards Adhere to the Code of Professional Conduct established by the Registry of Interpreters for the Deaf (RID). Maintain strict confidentiality in accordance with FERPA and district policies. Engage in ongoing professional development to maintain certification and enhance skills. Documentation & Compliance Maintain service logs and required documentation. Support compliance with IDEA, Section 504, and ADA regulations. Follow district procedures for scheduling and service delivery. Qualifications High school diploma required; Associate's or Bachelor's degree preferred. Certification from the Registry of Interpreters for the Deaf (RID) or equivalent state certification (e.g., NIC, CI, CT). EIPA (Educational Interpreter Performance Assessment) score meeting state minimum requirements, if applicable. Demonstrated fluency in American Sign Language (ASL). Knowledge of Deaf culture and educational interpreting best practices. Ability to interpret complex academic content across grade levels. Preferred Qualifications Previous experience interpreting in a K-12 educational setting. Familiarity with IEP processes and special education law. Strong collaboration and communication skills. Ability to adapt interpretation to student language proficiency levels. Working Conditions School-based environment with exposure to classroom noise and activity. May require standing for extended periods. Possible travel between school sites within the district. Occasional participation in after-school events. Physical Requirements Adequate vision and hearing (with or without accommodation) to interpret effectively. Manual dexterity and physical stamina for sustained signing. #INDEDU2 Job Types: Full-time, Contract, Temporary Benefits: Dental insurance Health insurance Life insurance Vision insurance Work Location: In person	

Sign Language Interpreters (SLI)	
Link to Live Job Posting: Posting is no longer active	
Location: San Jose, CA	O*NET: 27-3091.00
Company: Aequor Healthcare Services	Job Title: Sign Language Interpreters
Pay: \$55 - \$60 per hour Position Summary The School-Based Sign Language Interpreter facilitates communication between students who are Deaf or Hard of Hearing and their peers, teachers, and staff within the educational environment. The Interpreter ensures equal access to instruction, school activities, and related services in accordance with federal and state regulations. Essential Responsibilities Interpretation Services Provide real-time interpretation using American Sign Language (ASL), Signed Exact English (SEE), or other communication modes as specified in the student's IEP. Interpret classroom instruction, discussions, assemblies, field trips, extracurricular activities, and school-related events. Provide voice interpretation (spoken English) when appropriate. Educational Support Review lesson plans and instructional materials in advance to ensure accurate interpretation. Clarify cultural and linguistic nuances as appropriate to support student understanding. Maintain the integrity of teacher instruction while accurately conveying content. Collaboration Collaborate with teachers of the Deaf/Hard of Hearing, general and special education teachers, related service providers, and administrators. Participate in IEP meetings as a member of the educational team when appropriate. Communicate regularly with staff regarding student needs while maintaining confidentiality. Professional & Ethical Standards Adhere to the Code of Professional Conduct established by the Registry of Interpreters for the Deaf (RID). Maintain strict confidentiality in accordance with FERPA and district policies. Engage in ongoing professional development to maintain certification and enhance skills. Documentation & Compliance Maintain service logs and required documentation. Support compliance with IDEA, Section 504, and ADA regulations. Follow district procedures for scheduling and service delivery. Qualifications High school diploma required; Associate's or Bachelor's degree preferred. Certification from the Registry of Interpreters for the Deaf (RID) or equivalent state certification (e.g., NIC, CI, CT). EIPA (Educational Interpreter Performance Assessment) score meeting state minimum requirements, if applicable. Demonstrated fluency in American Sign Language (ASL). Knowledge of Deaf culture and educational interpreting best practices. Ability to interpret complex academic content across grade levels. Preferred Qualifications Previous experience interpreting in a K-12 educational setting. Familiarity with IEP processes and special education law. Strong collaboration and communication skills. Ability to adapt interpretation to student language proficiency levels. Working Conditions School-based environment with exposure to classroom noise and activity. May require standing for extended periods. Possible travel between school sites within the district. Occasional participation in after-school events. Physical Requirements Adequate vision and hearing (with or without accommodation) to interpret effectively. Manual dexterity and physical stamina for sustained signing. #INDEDU2 Job Types: Full-time, Contract, Temporary Benefits: Dental insurance Health insurance Life insurance Vision insurance Work Location: In person	

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

Job Posting Analytics

Lightcast Q3 2026 Data Set

July 2026

San Mateo County Community College District



3401 CSM Drive
San Mateo, California 94402
650.358.6880

Parameters

Select Timeframe: May 2025 - May 2026

Occupations:

Results should include

Code	Description
27-3091	Interpreters and Translators

Regions:

Code	Description	Code	Description
6001	Alameda County, CA	6081	San Mateo County, CA
6013	Contra Costa County, CA	6085	Santa Clara County, CA
6041	Marin County, CA	6087	Santa Cruz County, CA
6075	San Francisco County, CA		

Advertised Salary: Include all postings regardless

Minimum Experience Required: Any

STARs Relevant: Include all postings regardless

Education Level:

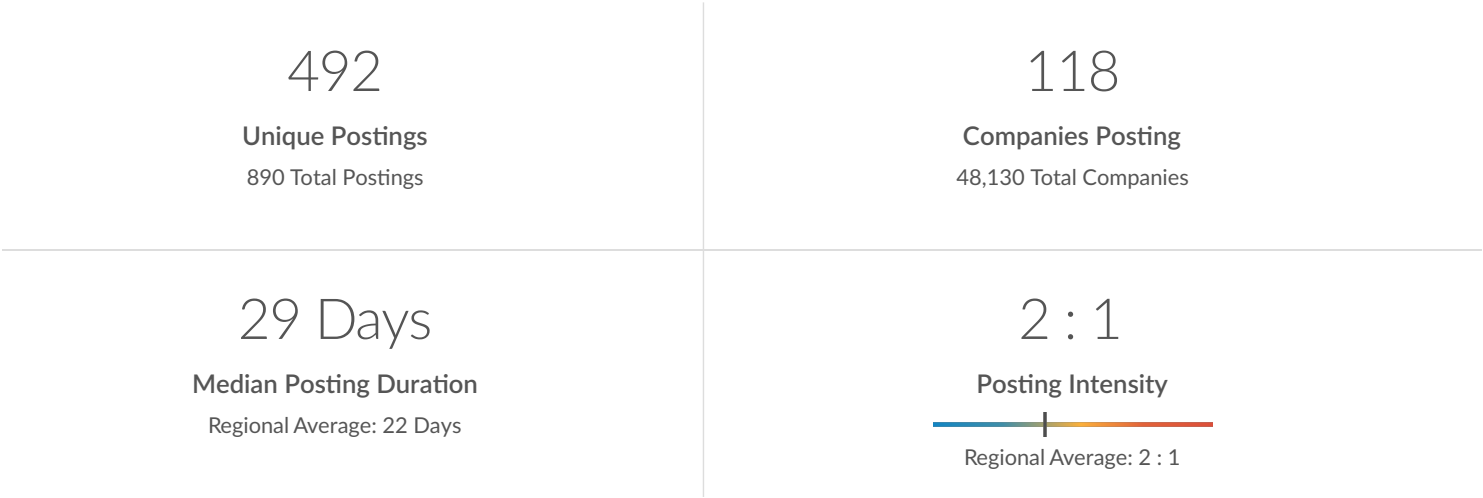
Description	Description
High school or GED	Bachelor's degree
Associate's degree	

Job Type: Include Internships

Keyword Search:

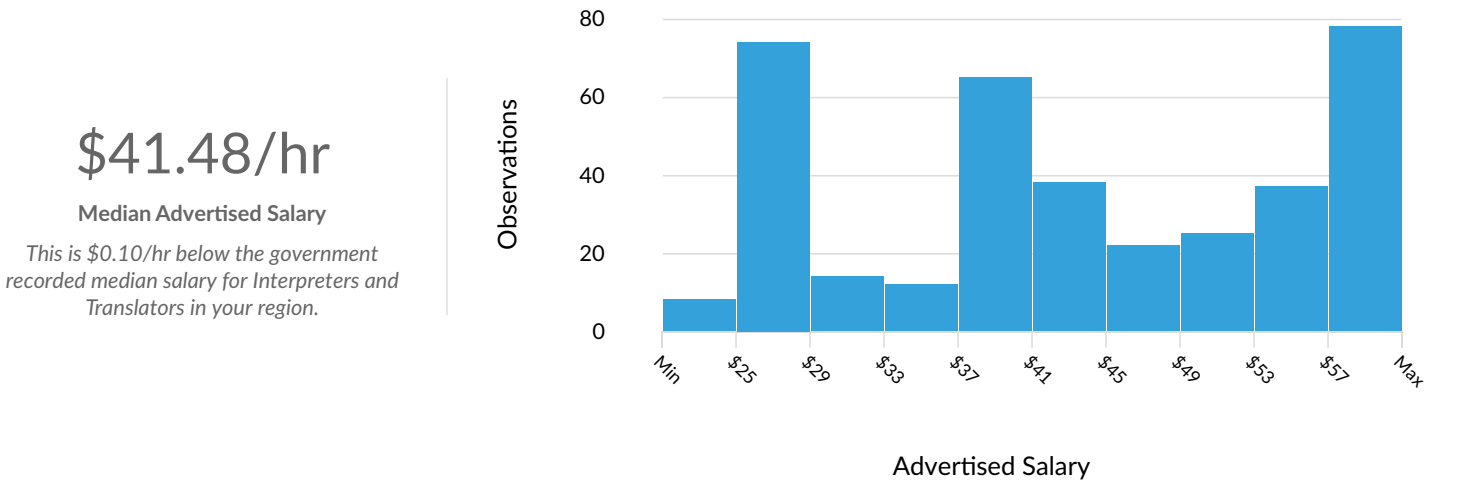
Posting Type: Newly Posted

Job Postings Overview



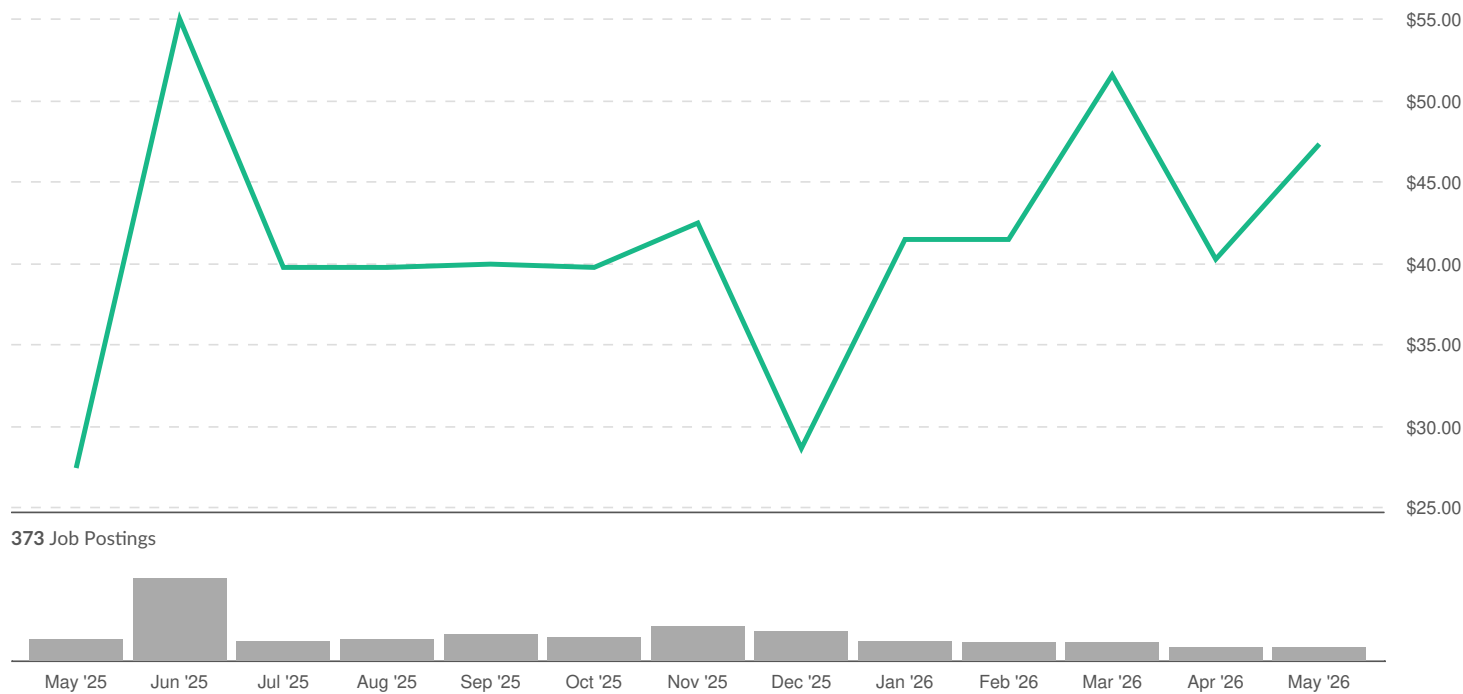
Advertised Salary

There are 373 advertised salary observations (76% of the 492 matching postings).

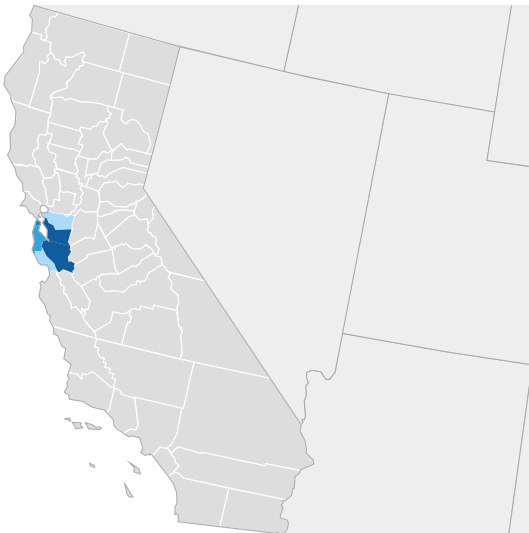


Advertised Salary Trend

▲ 72.6% May 2025 - May 2026
\$41.48 Median

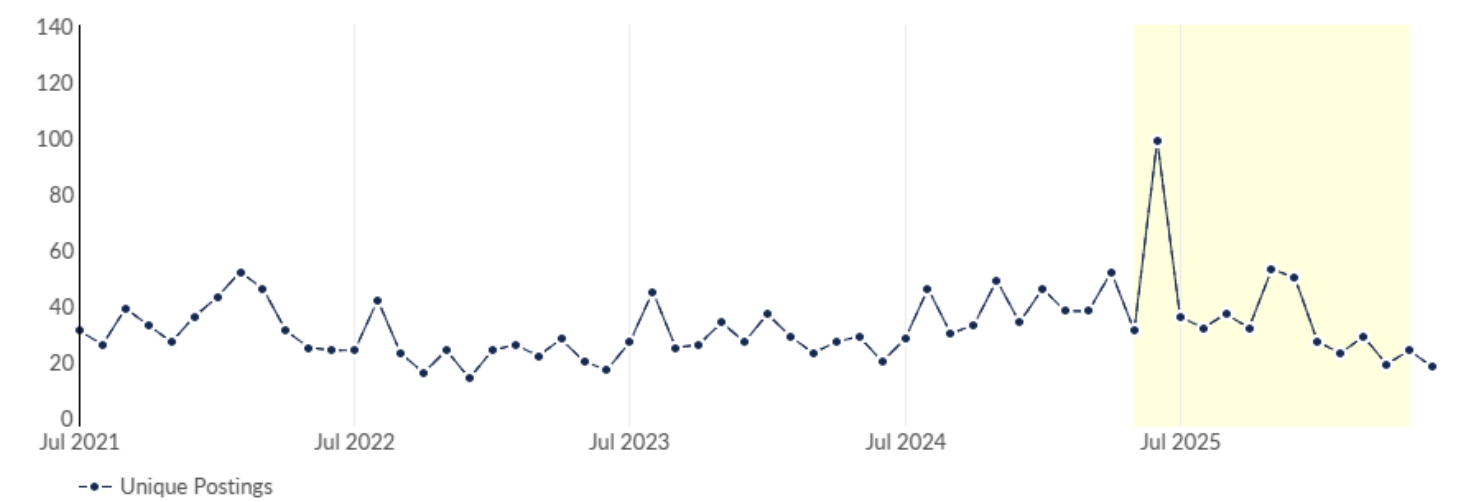


Job Postings Regional Breakdown



County	Unique Postings (May 2025 - May 2026)
Alameda County, CA	172
Santa Clara County, CA	162
San Francisco County, CA	80
San Mateo County, CA	51
Contra Costa County, CA	17

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2026	18	2 : 1
May 2026	24	2 : 1
Apr 2026	19	2 : 1
Mar 2026	29	2 : 1
Feb 2026	23	2 : 1
Jan 2026	27	2 : 1
Dec 2025	50	2 : 1
Nov 2025	53	2 : 1
Oct 2025	32	2 : 1
Sep 2025	37	2 : 1
Aug 2025	32	1 : 1
Jul 2025	36	2 : 1
Jun 2025	99	2 : 1
May 2025	31	2 : 1
Apr 2025	52	3 : 1
Mar 2025	38	2 : 1
Feb 2025	38	2 : 1
Jan 2025	46	2 : 1
Dec 2024	34	2 : 1
Nov 2024	49	2 : 1

Oct 2024	33	2 : 1
Sep 2024	30	2 : 1
Aug 2024	46	2 : 1
Jul 2024	28	2 : 1
Jun 2024	20	2 : 1
May 2024	29	2 : 1
Apr 2024	27	2 : 1
Mar 2024	23	2 : 1
Feb 2024	29	2 : 1
Jan 2024	37	2 : 1
Dec 2023	27	5 : 1
Nov 2023	34	4 : 1
Oct 2023	26	3 : 1
Sep 2023	25	2 : 1
Aug 2023	45	2 : 1
Jul 2023	27	2 : 1
Jun 2023	17	3 : 1
May 2023	20	2 : 1
Apr 2023	28	3 : 1
Mar 2023	22	2 : 1
Feb 2023	26	3 : 1
Jan 2023	24	3 : 1
Dec 2022	14	3 : 1
Nov 2022	24	6 : 1
Oct 2022	16	3 : 1
Sep 2022	23	2 : 1
Aug 2022	42	5 : 1
Jul 2022	24	2 : 1
Jun 2022	24	4 : 1
May 2022	25	10 : 1
Apr 2022	31	4 : 1

Mar 2022	46	2 : 1
Feb 2022	52	3 : 1
Jan 2022	43	3 : 1
Dec 2021	36	2 : 1
Nov 2021	27	4 : 1
Oct 2021	33	3 : 1
Sep 2021	39	6 : 1
Aug 2021	26	5 : 1
Jul 2021	31	2 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	0	0%
High school or GED	250	51%
Associate's degree	41	8%
Bachelor's degree	293	60%
Master's degree	60	12%
Ph.D. or professional degree	38	8%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	250	0	51%
Associate's degree	25	3	5%
Bachelor's degree	217	67	44%
Master's degree	0	22	0%
Ph.D. or professional degree	0	38	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	299	61%
0 - 1 Years	89	18%
2 - 3 Years	76	15%
4 - 6 Years	14	3%
7 - 9 Years	12	2%
10+ Years	2	0%

Top Companies Posting

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Hanna Interpreting Services	155 / 82	2 : 1 	29 days
Cayuse Holdings	115 / 41	3 : 1 	29 days
Cayuse Shared Services	30 / 30	1 : 1 	32 days
ProCare Therapy	27 / 21	1 : 1 	13 days
Stanford Health Care	38 / 19	2 : 1 	17 days
Soliant Health	27 / 18	2 : 1 	30 days
Lilt	18 / 17	1 : 1 	n/a
Lucile Salter Packard Children's Hospital At Stanford	12 / 11	1 : 1 	42 days
Adecco	10 / 10	1 : 1 	7 days
Tailored Management	13 / 10	1 : 1 	16 days

Top Cities Posting

City	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Oakland, CA	215 / 108	2 : 1 	30 days
San Francisco, CA	126 / 80	2 : 1 	27 days
San Jose, CA	96 / 52	2 : 1 	29 days
Palo Alto, CA	60 / 36	2 : 1 	22 days
Mountain View, CA	64 / 32	2 : 1 	14 days
Fremont, CA	43 / 26	2 : 1 	27 days
Burlingame, CA	26 / 20	1 : 1 	16 days
Sunnyvale, CA	19 / 16	1 : 1 	8 days
Berkeley, CA	20 / 10	2 : 1 	23 days
Santa Clara, CA	16 / 10	2 : 1 	16 days

Top Posted Occupations

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Interpreters and Translators	890 / 492	2 : 1 	29 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Interpreters and Translators	890 / 492	2 : 1 	29 days

Top Posted Occupations

Occupation	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Interpreter / Translator	890 / 492	2 : 1 	29 days

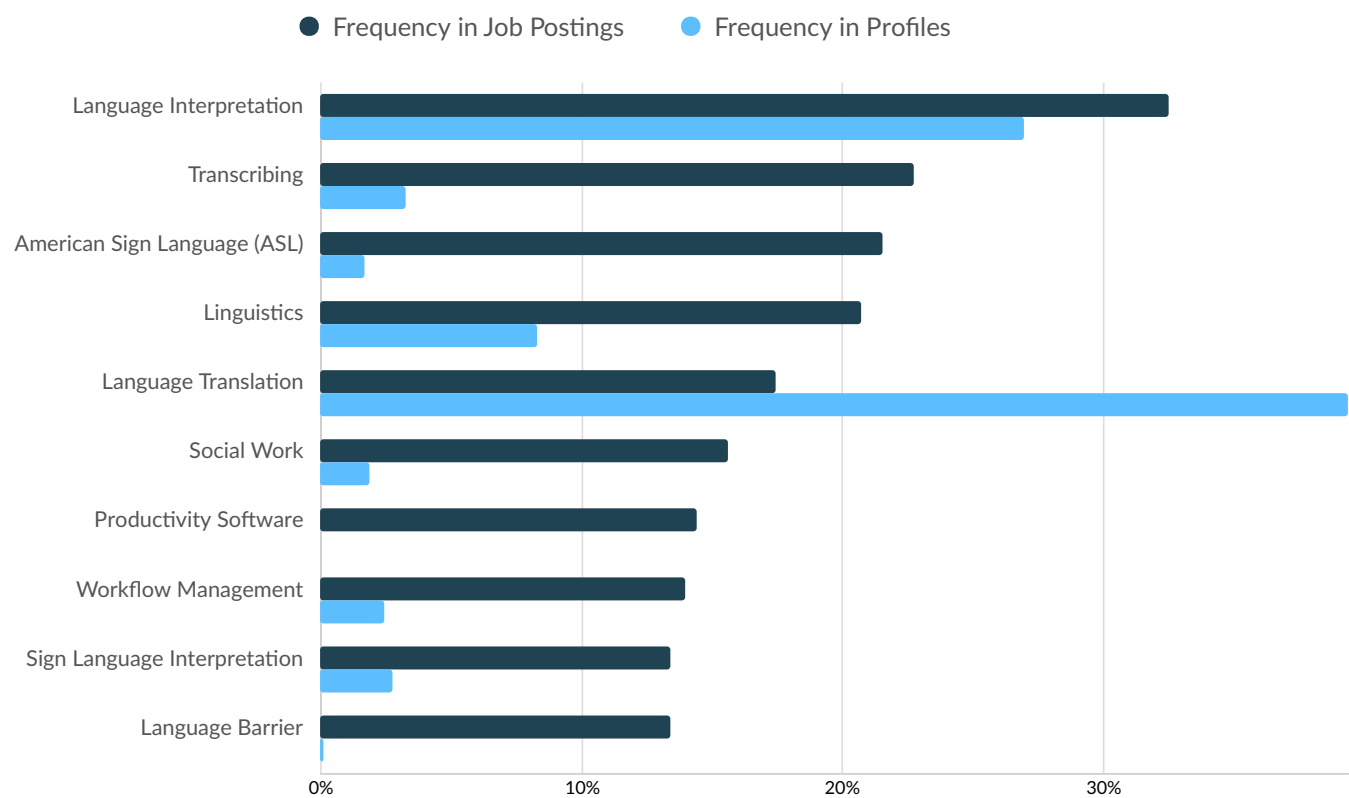
Top Posted Job Titles

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Interpreters	143 / 75	2 : 1 	30 days
Linguists	98 / 57	2 : 1 	16 days
American Sign Language Interpreters	101 / 51	2 : 1 	22 days
Sign Language Interpreters	44 / 33	1 : 1 	22 days
Medical Interpreters/Translators	27 / 16	2 : 1 	22 days
Vietnamese Interpreters	26 / 14	2 : 1 	32 days
Spanish Interpreters/Translators	23 / 13	2 : 1 	14 days
Educational Interpreters	14 / 12	1 : 1 	12 days
Spanish Interpreters	24 / 11	2 : 1 	26 days
Medical Translators	12 / 11	1 : 1 	8 days

Top Industries

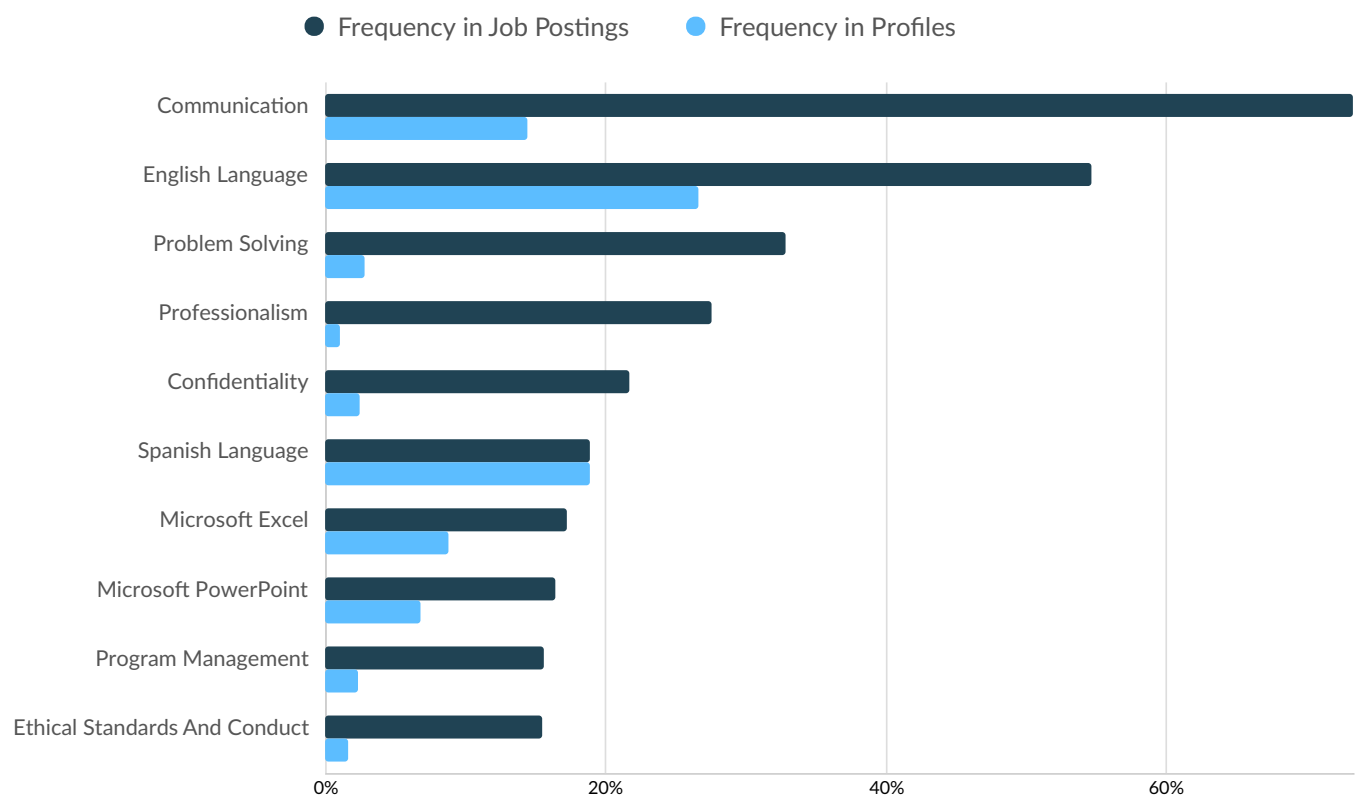
	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Translation and Interpretation Services	174 / 94	2 : 1 	29 days
Employment Placement Agencies	108 / 67	2 : 1 	26 days
Offices of Other Holding Companies	115 / 41	3 : 1 	29 days
All Other Professional, Scientific, and Technical Services	47 / 36	1 : 1 	32 days
General Medical and Surgical Hospitals	54 / 33	2 : 1 	22 days
Temporary Help Services	49 / 29	2 : 1 	13 days
Software Publishers	18 / 17	1 : 1 	n/a
Other Management Consulting Services	22 / 17	1 : 1 	22 days
Elementary and Secondary Schools	27 / 16	2 : 1 	22 days
Computer Systems Design Services	21 / 13	2 : 1 	10 days

Top Specialized Skills



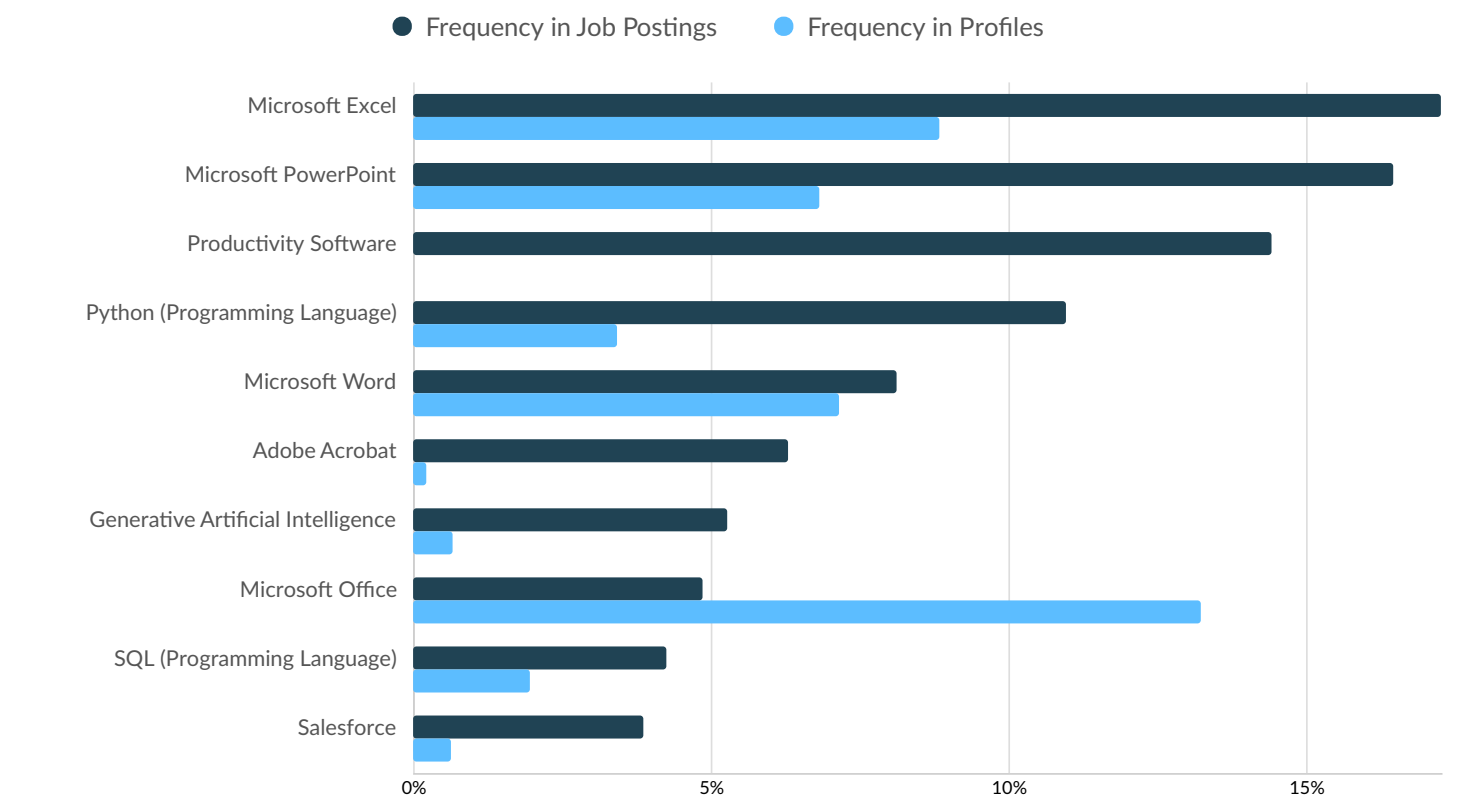
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Language Interpretation	160	33%	939	27%	+13.7%	Growing
Transcribing	112	23%	113	3%	+9.3%	Growing
American Sign Language (ASL)	106	22%	59	2%	+25.0%	Rapidly Growing
Linguistics	102	21%	290	8%	+10.5%	Growing
Language Translation	86	17%	1,370	39%	+14.2%	Growing
Social Work	77	16%	65	2%	+10.9%	Growing
Productivity Software	71	14%	0	0%	+12.2%	Growing
Workflow Management	69	14%	86	2%	+16.4%	Growing
Sign Language Interpretation	66	13%	97	3%	+13.9%	Growing
Language Barrier	66	13%	4	0%	+21.6%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	361	73%	502	14%	+8.5%	Stable
English Language	269	55%	926	27%	+13.0%	Growing
Problem Solving	162	33%	99	3%	+11.1%	Growing
Professionalism	136	28%	38	1%	+13.1%	Growing
Confidentiality	107	22%	87	3%	+7.0%	Stable
Spanish Language	93	19%	657	19%	+5.4%	Stable
Microsoft Excel	85	17%	307	9%	+14.8%	Growing
Microsoft PowerPoint	81	16%	237	7%	+19.9%	Rapidly Growing
Program Management	77	16%	80	2%	+29.1%	Rapidly Growing
Ethical Standards And Conduct	76	15%	57	2%	+15.4%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Excel	85	17%	307	9%	+14.8%	Growing
Microsoft PowerPoint	81	16%	237	7%	+19.9%	Rapidly Growing
Productivity Software	71	14%	0	0%	+12.2%	Growing
Python (Programming Language)	54	11%	119	3%	+20.2%	Rapidly Growing
Microsoft Word	40	8%	249	7%	+6.8%	Stable
Adobe Acrobat	31	6%	8	0%	+6.9%	Stable
Generative Artificial Intelligence	26	5%	23	1%	+39.2%	Rapidly Growing
Microsoft Office	24	5%	460	13%	+16.9%	Growing
SQL (Programming Language)	21	4%	68	2%	+5.9%	Stable
Salesforce	19	4%	22	1%	+23.9%	Rapidly Growing

Top Qualifications

Postings with Qualification	
Valid Driver's License	20
Cardiopulmonary Resuscitation (CPR) Certification	5
First Aid Certification	5
Security Clearance	5
No Child Left Behind Act (NCLB) Standards	4
American Translators Association (ATA) Certification	4
Certified Medical Interpreter	4
National Interpreter Certification (NIC)	3
CDL Class C License	3
Court Interpreter Certification	3

Top Advertised Benefits

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Work-Life Balance	398 / 209	2 : 1 	30 days
Education and Career Development	252 / 134	2 : 1 	30 days
Insurance	184 / 93	2 : 1 	18 days
Retirement and Savings	165 / 80	2 : 1 	17 days
Paid Leave	141 / 72	2 : 1 	21 days
Health and Wellness Benefits	73 / 36	2 : 1 	18 days
Supplemental Pay	32 / 14	2 : 1 	21 days
Other Benefits	29 / 10	3 : 1 	30 days

Appendix A

Top Posting Sources

Website	Postings on Website (May 2025 - May 2026)
simplyhired.com	225
indeed.com	108
dejobs.org	68
icims.com	38
diversityjobs.com	27
glassdoor.com	21
dice.com	18
ashbyhq.com	17
edjoin.org	14
workable.com	13
stanfordhealthcare.org	11
disabledperson.com	10
governmentjobs.com	9
soliant.com	9
clearancejobs.com	7
roseint.com	7
spectraforce.com	6
adecco.com	5
careersingovernment.com	5
jobdiva.com	5
stanfordchildrens.org	5
academiccareers.com	4
justlanded.com	4
bebee.com	3
joinbytedance.com	3

Appendix B

Sample Postings

Hunting Guides — Insight Global in Belmont, CA (May 2026 - Active)

Flex Learning Guide	
Link to Live Job Posting: dejobs.org	
Location: Belmont, CA	O*NET: 27-3091.00
Company: Insight Global	Job Title: Hunting Guides
Job Description Butterfly Grove School is a premier independent school dedicated exclusively to the education and empowerment of students on the autism spectrum. The Flex Learning Guide's primary mission is to provide felt safety and communication access for every student they support. The Flex Learning Guide floats across all learning pods, providing critical support wherever it is needed most on any given day. This role pivots fluidly between students, pods, and contexts, and requires someone who can step in with full attunement and readiness. The Flex Learning Guide works alongside students who may use sounds, gestures, body language, or high-tech devices to express themselves. The goal is not to make them speak, but to ensure they are heard, understood, and fully included in the life of the school. We are a company committed to creating diverse and inclusive environments where people can bring their full, authentic selves to work every day. We are an equal opportunity/affirmative action employer that believes everyone matters. Qualified candidates will receive consideration for employment regardless of their race, color, ethnicity, religion, sex (including pregnancy), sexual orientation, gender identity and expression, marital status, national origin, ancestry, genetic factors, age, disability, protected veteran status, military or uniformed service member status, or any other status or characteristic protected by applicable laws, regulations, and ordinances. If you need assistance and/or a reasonable accommodation due to a disability during the application or recruiting process, please send a request to HR@insightglobal.com. To learn more about how we collect, keep, and process your private information, please review Insight Global's Workforce Privacy Policy: https://insightglobal.com/workforce-privacy-policy/. Skills and Requirements High School Diploma required; Associate's or Bachelor's degree in Psychology, Education, Speech-Language Pathology, or a related field preferred • Familiarity with robust AAC communication systems, including Proloquo2Go, TouchChat, and letterboards, or a demonstrated commitment to developing this knowledge • Experience working with neurodiverse students, particularly those on the autism spectrum, including students who use non-verbal or alternative communication • Experience in a Non-Public or Independent School setting preferred • High emotional intelligence and the ability to read non-verbal cues, body language, and subtle shifts in student affect and engagement • Understanding of sensory processing and co-regulation strategies • Strong ability to build rapport quickly across a wide range of students and adapt support approaches in real time • Commitment to the belief that every student has something to say and the right to be heard, understood, and included • Ability to keep up with active learners, move between floor-time play and standing transitions, and lift/transfer students if required (usually up to 40 lbs)	

Realtime Captioner - Mid to Experienced Level (Maryland)

Link to Live Job Posting: Posting is no longer active

Location: San Francisco, CA

O*NET: 27-3091.00

Company: National Security Agency

Job Title: Captioners

Job Description:

Fort George G.

Meade Complex, MD Pay Plan:

GG, Grade:

11/1 to 14/10

Open:

2025-12-22,

Close:

2026-01-18 Responsibilities The Office of Reasonable Accommodation Services (ORAS) has an immediate opening for Realtime Captioners to provide Communication Access Realtime Translation (CART) services and live event captioning services for Deaf and Hard of Hearing (DHH) employees.

The incumbent will:

- Plan, organize, and implement Communication Access Realtime Translation (CART) services; caption complex subject matter in a variety of classified, highly technical, sensitive and unique situations as well as training and informational discussions for various disciplines and personnel to include Engineers, Mathematicians and Computer Scientists.
- Exhibit discretion and professionalism.
- Conduct Local travel may be required to provide accommodations.

If needed:

- Suggest best practice solutions to problems/issues involving DHH employees
- Support other programs and services provided by ORAA
- Maintain accurate and timely accounting of assignments Job Summary Realtime Captioners serve as one of the focal points by facilitating communication and providing expertise in the field of captioning.

They are on the front lines of delivering the best in customer service, technical support, administrative and management services in mission and support fields. Organizations require a myriad of assistance with the coordination of reasonable accommodations for their operational products and services. Qualifications The qualifications listed are the minimum acceptable to be considered for the position. A degree in any field is acceptable. Certification must be in Realtime Captioning (for example, NCRA Certified Realtime Captioner; NVRA Registered Broadcast Captioner or Registered CART Provider; NCSP, NER-Certified Speech-to-Text Provider).

FULL PERFORMANCE

Entry is with a Realtime Captioning certification plus one of the following: high school diploma or GED plus 7 years of relevant experience; or an Associate's degree plus 5 years of relevant experience; or a Bachelor's degree plus 3 years of relevant experience; or a Master's degree plus 1 year of relevant experience, or a Doctoral degree plus 1 year of relevant experience. Relevant experience must include one or more of the following: live broadcast captioning or Communications Access Realtime Translation (CART). This experience must include providing speech-to-text in realtime, using specialized captioning software and equipment. Experience may include realtime court reporting. SENIOR Entry is with a Realtime Captioning certification plus one of the following: high school diploma or GED plus 10 years of relevant experience; or an Associate's degree plus 8 years of relevant experience; or a Bachelor's degree plus 6 years of relevant experience; or a Master's degree plus 4 years of relevant experience, or a Doctoral degree plus 2 years of relevant experience. Relevant experience must include one or more of the following: live broadcast captioning or Communications Access Realtime Translation (CART). This experience must include providing speech-to-text in realtime, using specialized captioning software and equipment. Additional experience may also include one or more of the following: realtime court reporting, providing oversight of captioning services, coordination of implementation of CART services, taking on a leadership role, or quality assurance. Competencies The ideal candidate should have:

- Ability to caption highly specialized terminology and adapt to a wide variety of settings, incorporating new terminology as appropriate to facilitate a cryptologic-associated vocabulary.
- Ability to negotiate and develop informal resolutions with personnel at all levels.
- Superior accuracy and speed to provide Realtime Captioning in a variety of settings such as one on one, meetings, training, and conferences, and live event broadcast captioning.
- Knowledge of captioning services, equipment, and resources available in accommodating individuals who are deaf or hard of hearing in order to accurately provide an appropriate fit for associated needs.
- Outstanding oral and written communications skills.
- Experience with Intranet, Internet, Microsoft Office Suite (Microsoft Outlook, Microsoft Word, Microsoft Access, PowerPoint, and Excel).
- Minimum of three years' experience providing Communication Access Realtime Translation (CART) is preferred.
- Valid driver's license (maintain licensure throughout employment)

Pay, Benefits, & Work Schedule Pay:

Salary offers are based on candidates' education level and years of experience relevant to the position and also take into account information provided by the hiring manager/organization regarding the work level for the position.

Salary Range:

\$84,601

- \$185,234 (Full Performance, Senior) Salary range varies by location, work level, and relevant experience to the position.

Training will be provided based on the selectee's needs and experience.

Benefits:

NSA offers a comprehensive benefits package.

Work Schedule:

This is a full-time position, Monday

- Friday, with basic 8hr/day work requirement between 6:00 a.

m. and 6:00 p.m. (flexible).

DCIPS Trial Period:

If selected for this position, you will be required to serve a two-year DCIPS trial period, unless you are a veterans' preference-eligible employee, in which case you are required to serve a one-year trial period. This trial period runs concurrently with your commitment to the position, if applicable. Before finalizing your appointment at the conclusion of your trial period, NSA will determine whether your continued

employment advances the public interest. This decision will be based on factors such as your performance and conduct; the Agency's needs and interests; whether your continued employment would advance the Agency's organizational goals; and whether your continued employment would advance the efficiency of the Federal service. Upon completion of your trial period, your employment will be terminated unless you receive certification, in writing, that your continued employment advances the public interest. If you do not receive certification for continued employment, you should receive written notice prior to the end of your trial period that your employment will be terminated and the effective date of such termination.

Sign Language Interpreters — Pine Health in Oakland, CA (May 2026 - May 2026)

Sign Language Interpreter (SLI) + EIPA or RID (26/27 School Year)	
Link to Live Job Posting: Posting is no longer active	
Location: Oakland, CA	O*NET: 27-3091.00
Company: Pine Health	Job Title: Sign Language Interpreters
Sign Language Interpreter (SLI) + EIPA or RID (26/27 School Year) Pine Health, LLC - 4.2 Oakland, CA Job Details Contract \$60 - \$65 an hour 14 days ago Qualifications Interpretation Teaching math Curriculum development English American Sign Language High school diploma or GED Working with children Student support Classroom experience Full Job Description We are seeking a qualified Sign Language Interpreter (SLI) to support Deaf and Hard of Hearing students in a K-12 educational setting. The SLI will facilitate communication between students, staff, and peers by providing accurate interpretation services in both instructional and non-instructional environments. Candidates must meet California educational interpreter standards, including a minimum EIPA score of 4.0 or equivalent certification such as RID certification . (26/27) School Year. Key Responsibilities Provide real-time interpretation between spoken English and American Sign Language (ASL) for students in classroom settings. Support student access to instruction, including lectures, discussions, group work, and school activities. Interpret during meetings, assessments, IEPs, and school-related events as needed. Collaborate with teachers, special education staff, and support personnel to promote student success. Maintain professional boundaries and neutrality while interpreting. Adhere to confidentiality guidelines in accordance with FERPA and district policies. Modify interpreting approach based on student language needs and educational level. Assist with reinforcing academic content when appropriate under staff direction. Minimum Qualifications EIPA (Educational Interpreter Performance Assessment) score of 4.0 or higher OR RID (Registry of Interpreters for the Deaf) certification Compliance with California state requirements for educational interpreters High school diploma or equivalent (Associate's or Bachelor's degree preferred) Proficiency in American Sign Language (ASL) and English Strong understanding of Deaf culture Preferred Qualifications Experience working in K-12 school settings Knowledge of IEP goals and special education practices Additional certifications (NIC, NAD, or equivalent) Experience with diverse student populations, including those with multiple needs Work Environment School-based setting (general education or special education classrooms) May include one-on-one or group interpretation Potential travel between sites depending on assignment Physical Requirements Ability to sustain visually and mentally demanding work Dexterity for rapid hand and finger movements Ability to sit or stand for extended periods Equal Opportunity Statement We are an equal opportunity employer committed to diversity and inclusion in the workplace. Pay: \$60.00 - \$65.00 per hour Work Location: In person	

Sign Language Interpreters (SLI)	
Link to Live Job Posting: Posting is no longer active	
Location: San Jose, CA	O*NET: 27-3091.00
Company: Aequor Healthcare Services	Job Title: Sign Language Interpreters
Sign Language Interpreters (SLI) Aequor Healthcare•4.0 San Jose, CA Job Details Contract \$55•\$60 an hour 2 days ago Benefits Dental insurance Vision insurance Life insurance Qualifications High school diploma or	
GED Full Job Description Pay: \$55•\$60 per hour Position Summary The School-Based Sign Language Interpreter facilitates communication between students who are Deaf or Hard of Hearing and their peers, teachers, and staff within the educational environment. The Interpreter ensures equal access to instruction, school activities, and related services in accordance with federal and state regulations. Essential Responsibilities Interpretation Services Provide real-time interpretation using American Sign Language (ASL), Signed Exact English (SEE), or other communication modes as specified in the student's IEP. Interpret classroom instruction, discussions, assemblies, field trips, extracurricular activities, and school-related events. Provide voice interpretation (spoken English) when appropriate. Educational Support Review lesson plans and instructional materials in advance to ensure accurate interpretation. Clarify cultural and linguistic nuances as appropriate to support student understanding. Maintain the integrity of teacher instruction while accurately conveying content. Collaboration Collaborate with teachers of the Deaf/Hard of Hearing, general and special education teachers, related service providers, and administrators. Participate in IEP meetings as a member of the educational team when appropriate. Communicate regularly with staff regarding student needs while maintaining confidentiality. Professional & Ethical Standards Adhere to the Code of Professional Conduct established by the Registry of Interpreters for the Deaf (RID). Maintain strict confidentiality in accordance with FERPA and district policies. Engage in ongoing professional development to maintain certification and enhance skills. Documentation & Compliance Maintain service logs and required documentation. Support compliance with IDEA, Section 504, and ADA regulations. Follow district procedures for scheduling and service delivery. Qualifications High school diploma required; Associate's or Bachelor's degree preferred. Certification from the Registry of Interpreters for the Deaf (RID) or equivalent state certification (e.g., NIC, CI, CT). EIPA (Educational Interpreter Performance Assessment) score meeting state minimum requirements, if applicable. Demonstrated fluency in American Sign Language (ASL). Knowledge of Deaf culture and educational interpreting best practices. Ability to interpret complex academic content across grade levels. Preferred Qualifications Previous experience interpreting in a K-12 educational setting. Familiarity with IEP processes and special education law. Strong collaboration and communication skills. Ability to adapt interpretation to student language proficiency levels. Working Conditions School-based environment with exposure to classroom noise and activity. May require standing for extended periods. Possible travel between school sites within the district. Occasional participation in after-school events. Physical Requirements Adequate vision and hearing (with or without accommodation) to interpret effectively. Manual dexterity and physical stamina for sustained signing. #INDEDU2	
Job Types: Full-time, Contract, Temporary Benefits: Dental insurance Health insurance Life insurance Vision insurance	
Work Location: In person	

Sign Language Interpreters (SLI)	
Link to Live Job Posting: Posting is no longer active	
Location: San Jose, CA	O*NET: 27-3091.00
Company: Aequor Healthcare Services	Job Title: Sign Language Interpreters
Pay: \$55 - \$60 per hour Position Summary The School-Based Sign Language Interpreter facilitates communication between students who are Deaf or Hard of Hearing and their peers, teachers, and staff within the educational environment. The Interpreter ensures equal access to instruction, school activities, and related services in accordance with federal and state regulations. Essential Responsibilities Interpretation Services Provide real-time interpretation using American Sign Language (ASL), Signed Exact English (SEE), or other communication modes as specified in the student's IEP. Interpret classroom instruction, discussions, assemblies, field trips, extracurricular activities, and school-related events. Provide voice interpretation (spoken English) when appropriate. Educational Support Review lesson plans and instructional materials in advance to ensure accurate interpretation. Clarify cultural and linguistic nuances as appropriate to support student understanding. Maintain the integrity of teacher instruction while accurately conveying content. Collaboration Collaborate with teachers of the Deaf/Hard of Hearing, general and special education teachers, related service providers, and administrators. Participate in IEP meetings as a member of the educational team when appropriate. Communicate regularly with staff regarding student needs while maintaining confidentiality. Professional & Ethical Standards Adhere to the Code of Professional Conduct established by the Registry of Interpreters for the Deaf (RID). Maintain strict confidentiality in accordance with FERPA and district policies. Engage in ongoing professional development to maintain certification and enhance skills. Documentation & Compliance Maintain service logs and required documentation. Support compliance with IDEA, Section 504, and ADA regulations. Follow district procedures for scheduling and service delivery. Qualifications High school diploma required; Associate's or Bachelor's degree preferred. Certification from the Registry of Interpreters for the Deaf (RID) or equivalent state certification (e.g., NIC, CI, CT). EIPA (Educational Interpreter Performance Assessment) score meeting state minimum requirements, if applicable. Demonstrated fluency in American Sign Language (ASL). Knowledge of Deaf culture and educational interpreting best practices. Ability to interpret complex academic content across grade levels. Preferred Qualifications Previous experience interpreting in a K-12 educational setting. Familiarity with IEP processes and special education law. Strong collaboration and communication skills. Ability to adapt interpretation to student language proficiency levels. Working Conditions School-based environment with exposure to classroom noise and activity. May require standing for extended periods. Possible travel between school sites within the district. Occasional participation in after-school events. Physical Requirements Adequate vision and hearing (with or without accommodation) to interpret effectively. Manual dexterity and physical stamina for sustained signing. #INDEDU2 Job Types: Full-time, Contract, Temporary Benefits: Dental insurance Health insurance Life insurance Vision insurance Work Location: In person	

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

A Comparative Analysis of Labor Market Outcomes:
Associate's vs. Bachelor's Degrees in Spanish

Key Data Comparison Matrix

Metric	Spanish / Interpretation Major (AA Level)	Spanish / Interpretation Major (Bachelor’s Level)	Delta / Impact
Unique Job Postings	275 postings	492 postings	+78.9% increase in market availability
Total Job Postings	485 postings	890 postings	+83.5% increase in total recruitment efforts
Median Advertised Salary	\$39.75 / hour	\$41.48 / hour	+\$1.73 / hour (\$3,598/year full-time)
Posting Duration (Median)	27 days	29 days	Postings remain open 2 days longer
Number of Posting Companies	64 companies	118 companies	+84.4% broader employer network
Top Regional Market	Alameda County (120 postings)	Alameda County (172 postings)	Alameda leads both categories
Secondary Market Surge	Santa Clara County (65 postings)	Santa Clara County (162 postings)	+149.2% expansion in Silicon Valley

Detailed Comparative Analysis

1. Job Opportunity Volume & Market Accessibility

- **Associate Degree Level:** Yielded **275 unique job postings** out of 485 total postings.
- **Bachelor's Degree Level:** Yielded **492 unique job postings** out of 890 total postings.
- **Key Takeaway:** Obtaining a Bachelor's degree unlocks **217 additional unique job postings** (+78.9%), indicating that nearly 44% of total degree-requiring postings in this field explicitly require or prefer a four-year degree.

2. Salary Level & Earnings Trajectory

- **Associate Degree Level:** The median advertised hourly salary is **\$39.75/hr.**
- **Bachelor's Degree Level:** The median advertised hourly salary rises to **\$41.48/hr.**
- **Key Takeaway:** A Bachelor's degree elevates hourly wages by **\$1.73/hr** at the median level.

3. Geographical Distribution & Silicon Valley Impact ("Where")

The geographic landscape shifts noticeably when comparing AA and Bachelor's qualification levels:

Regional Postings Comparison (AA vs. Bachelor's)

Alameda County	[AA: 120]	=====>	[BA: 172]
Santa Clara County	[AA: 65]	=====>	[BA: 162]
San Francisco	[AA: 42]	=====>	[BA: 80]
San Mateo County	[AA: 25]	=====>	[BA: 51]
Contra Costa	[AA: 13]	=====>	[BA: 17]

- **Alameda County** leads in overall job postings for both groups (120 for AA vs. 172 for BA), with Oakland serving as the primary hub (66 unique postings for AA vs. 108 for BA).
- **Santa Clara County** shows the most dramatic expansion when moving to a Bachelor's degree, skyrocketing from **65 postings to 162 postings** (+149.2%). Cities like **Palo Alto** (17 to 36 postings), **Mountain View** (up to 32 postings), and **Sunnyvale** (16 postings) see heavy increases, reflecting Silicon Valley's demand for four-year degree holders in corporate localization, software translation, and AI language processing.

4. Top Employers & Industry Focus

- **Employer Count:** The pool of actively recruiting companies grows from **64 companies** at the AA level to **118 companies** at the Bachelor's level.
- **Shared Top Employers:** Both reports feature primary healthcare and specialized agency employers such as **Hanna Interpreting Services** (82 unique postings), **Cayuse Shared Services** (30 unique postings), **ProCare Therapy** (20–21 postings), and **Stanford Health Care** (15–19 postings).
- **Bachelor's-Exclusive Employers:** Candidates with a Bachelor's degree gain access to tech-driven localization firms and specialized organizations such as **Lilt** (17 unique

postings), **Cayuse Holdings** (41 unique postings vs. 4 for AA), **Lucile Salter Packard Children's Hospital** (11 unique postings), and corporate staffing agencies like **Adecco**.

5. Job Roles & Titles

Title Specialization

- **AA-Level Focus:** Job titles predominantly concentrate on general service execution: *Interpreters* (48 unique postings), *ASL Interpreters* (34), *Educational Interpreters* (12), and *Spanish Medical Interpreters* (5).
- **Bachelor's-Level Focus:** Titles shift toward technical linguistic analysis and advanced specialization: **Linguists** emerges as a major top title (57 unique postings), along with *Medical Translators* (11) and specialized multi-lingual translators.

6. Professional Credentials & Certification Demands

- **AA Tier Credentials:** Frequently prioritize baseline practical and safety certifications such as a **Valid Driver's License** (15 postings), **CPR Certification** (5 postings), **First Aid** (5 postings), and educational standards like the **No Child Left Behind (NCLB)** standard (4 postings).
- **Bachelor's Tier Credentials:** Demand advanced formal professional accreditations, including the **American Translators Association (ATA) Certification** (4 postings), **Court Interpreter Certification** (3 postings), **National Interpreter Certification (NIC)** (3 postings), and federal **Security Clearances**.

7. Recruitment Duration & Hiring Timelines ("How Long")

- **AA Level Median Posting Duration: 27 days.** Roles in temporary placement or school districts fill slightly faster (e.g., Temporary Help Services median: 12 days).
- **Bachelor's Level Median Posting Duration: 29 days.** Roles requiring a Bachelor's degree take 2 days longer to fill on average, reflecting more extensive interview pipelines, security clearance checks (e.g., NSA), or technical assessments for roles like Linguists. Both levels exceed the regional average hiring duration of 22 days.

Conclusion & Strategic Recommendations

The comparative analysis demonstrates that while an **Associate Degree** in Spanish or Interpretation provides a direct route into public school systems, community healthcare, and general interpretation roles, upgrading to a **Bachelor's Degree** provides measurable career advantages:

1. **78.9% More Job Opportunities:** Nearly doubles the pool of eligible employment opportunities.
2. **Access to High-Tech & Silicon Valley Markets:** Expands hiring heavily into Santa Clara County tech hubs, unlocking roles in computational linguistics, localization, and AI evaluation.

3. **Higher Compensation Ceilings:** Raises median pay while opening doors to senior federal and technical positions paying upwards of \$100,000+ per year.
4. **Future-Proof Technical Skills:** Blends traditional translation skills with modern software capabilities like Python, SQL, and Generative AI.

For students pursuing Spanish and Interpretation degrees, completing a Bachelor's degree combined with industry certifications (such as ATA or Court Interpreter certification) and basic data/software skills represents the most optimal pathway for long-term career growth in the San Francisco Bay Area.