



Funeral Services Occupational Analysis in the Bay Area

November 7, 2024

Updated with Hire data on January 24, 2025

Presented by the Office of Planning, Research, and Institutional Effectiveness
(PRIE)

Living Wage vs. Funeral Services Occupation Wages

FSE Occupations	1 ADULT	2 ADULTS (BOTH WORKING)
	0 Children	1 Child
Funeral Attendants	\$20.92	
Morticians, Undertakers, and Funeral Arrangers	\$24.98	
Living Wage	\$28.74	\$30.74
Embalmer	\$37.32	
Funeral Home Managers	\$37.54	

Living Wage in San Francisco County based on working full-time, or 2080 hours per year. Source: <https://livingwage.mit.edu/counties/06075>
FSE occupation wages source: Bay Area Community College Consortium and Lightcast job posting analytics data for the 2023-24 year in the 9-county Bay Area plus San Benito County. Median advertised wages. The Embalmers report lacked sufficient wage instances, so wage data is pulled from the Occupation Report from Lightcast for 2023-24.

Jobs and Job Openings in the Bay Area: 2023-24

FSE Occupations	Total Jobs in the Bay Area	Unique Job Postings in the Bay Area (1 year)	Hires (per year)	Annual Turnover Rate (Hires/Jobs)
Funeral Attendants	327	51	204	63%
Morticians, Undertakers, and Funeral Arrangers	481	66	198	41%
Embalmer	70	13	36	51%
Funeral Home Managers	83	43	43	52%

FSE jobs and job openings source: Lightcast based on job posting data for the 2023-24 year in the 9-county Bay Area plus San Benito County.

Postings and Min. Ed. Requirements in the Bay Area: 2023-24

FSE Occupations	Unique Job Postings in the Bay Area (1 year)	% of postings requiring an Associate's or higher
Funeral Attendants	51	2%
Morticians, Undertakers, and Funeral Arrangers	66	8%
Embalmer*	13	0%
Funeral Home Managers	43	33%

Source: Lightcast based on job posting data for the 2023-24 year in the 9-county Bay Area plus San Benito County.

*In CA, graduation from an ABFSE accredited program is required to be a licensed and a majority of ABFSE-accredited programs in the country, including the two programs in CA, issue students at least an Associate's degree. However, postings do not typically list an education requirement in terms of an academic degree, using instead the following:

Examples of Education Requirements for Embalmer Job Postings

- High school diploma or equivalent and Graduation from accredited mortuary college or other degree as required by state/province law
- Licensed Funeral Director/Embalmer in California (or possess the ability to reciprocate)
- Completed mortuary school
- Graduated from an accredited school or college of mortuary science

Jobs and Job Openings In the Bay Area: 2019 vs. 2024

FSE Occupations	Total Jobs in the Bay Area (2019)	Total Jobs in the Bay Area (2024)	% change in Total Jobs 2019-24	Total Unique Job Postings in the Bay Area (2019)	Total Unique Job Postings in the Bay Area (2024)	% change in unique annual job postings 2019-24
Funeral Attendants	342	327	-4%	101	51	-50%
Morticians, Undertakers, and Funeral Arrangers	360	481	34%	125	66	-47%
Embalmer	102	70	-31%	21	13	-38%
Funeral Home Managers	95	83	-13%	45	43	-4%

Source: Lightcast Occupation Reports for total jobs in Bay area, and Lightcast Job Posting Analytics report for annual job openings. 2018-19 and 2023-24 years in the 9-county Bay Area plus San Benito County.

Extra slides

Labor Market Analysis for Funeral Services Occupations

FSE Occupations	Standard Occupation Code (SOC)
Funeral Attendants	39-4021
Morticians, Undertakers, and Funeral Arrangers	39-4031
Embalmer	39-4011
Funeral Home Managers	11-9171

Funeral Attendants Job Posting Analytics 2023-24

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	19	37%
High school or GED	31	61%
Associate's degree	1	2%
Bachelor's degree	1	2%
Master's degree	0	0%
Ph.D. or professional degree	0	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	31	0	61%
Associate's degree	1	0	2%
Bachelor's degree	0	1	0%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%

Morticians, Undertakers, and Funeral Arrangers Job Posting Analytics 2023-24

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	42	64%
High school or GED	19	29%
Associate's degree	1	2%
Bachelor's degree	7	11%
Master's degree	0	0%
Ph.D. or professional degree	0	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	19	0	29%
Associate's degree	1	0	2%
Bachelor's degree	4	3	6%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%

Embalmer Job Posting Analytics 2023-24

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	7	54%
High school or GED	6	46%
Associate's degree	0	0%
Bachelor's degree	1	8%
Master's degree	0	0%
Ph.D. or professional degree	0	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	6	0	46%
Associate's degree	0	0	0%
Bachelor's degree	0	1	0%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%

Funeral Home Managers Job Posting Analytics 2023-24

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	20	47%
High school or GED	9	21%
Associate's degree	7	16%
Bachelor's degree	15	35%
Master's degree	0	0%
Ph.D. or professional degree	0	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	9	0	21%
Associate's degree	6	0	14%
Bachelor's degree	8	7	19%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%

Hourly Self Sufficiency Wages Needed For Various Family Types

Santa Clara & San Mateo Counties, Bay Area, and California | 2023

