**Labor and Community Organizing Occupations**

**Labor Market Information Report**

**City College of San Francisco**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

April 2020

# Recommendation

Based on all available data, there appears to be an undersupply of Labor and Community Organizing workers compared to the demand for this cluster of occupations in the Bay region and in the Mid-Peninsula sub-region (San Francisco and San Mateo Counties). There is a projected annual gap of about 276 students in the Bay region and 85 students in the Mid-Peninsula Sub-Region.

This report also provides student outcomes data on employment and earnings for programs on TOP 0516.00 - Labor and Industrial Relations in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at City College of San Francisco and in the region.

# Introduction

This report profiles Labor and Community Organizing Occupations in the 12 county Bay region and in the Mid-Peninsula sub-region for a proposed new program at City College of San Francisco.

|  |
| --- |
| * **Labor Relations Specialists (SOC 13-1075):** Resolve disputes between workers and managers, negotiate collective bargaining agreements, or coordinate grievance procedures to handle employee complaints. Excludes equal employment opportunity (EEO) officers who are included in “Compliance Officers” (13-1041).
 |
| Entry-Level Educational Requirement: Bachelor's *degree* |
| Training Requirement: None |
| Percentage of Community College Award Holders or Some Postsecondary Coursework: 27*%* |
| * **Survey Researchers (SOC 19-3022)**: Plan, develop, or conduct surveys. May analyze and interpret the meaning of survey data, determine survey objectives, or suggest or test question wording. Includes social scientists who primarily design questionnaires or supervise survey teams. Excludes "Market Research Analysts and Marketing Specialists" (13-1161) and "Statisticians" (15-2041).
 |
| Entry-Level Educational Requirement: Master's *degree* |
| Training Requirement: None |
| Percentage of Community College Award Holders *or Some Postsecondary Coursework: 7%* |

# Occupational Demand

**Table 1. Employment Outlook for Labor and Community Organizing Occupations in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2018 Jobs | 2023 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 25% Hourly Wage | Median Hourly Wage |
| Labor Relations Specialists |  2,342  |  2,280  | -62 | -3% |  1,192  |  238  | $30.30 | $40.03 |
| Survey Researchers |  244  |  286  | 42 | 17% |  195  |  39  | $23.02 | $33.11 |
| **TOTAL** |  **2,585**  |  **2,566**  | **-19** | **-1%** |  **1,387**  |  **277**  | **$29.61** | **$39.38** |

*Source: EMSI 2019.4*

**Bay Region** includes Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

**Table 2. Employment Outlook for Labor and Community Organizing Occupations in Mid-Peninsula Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2018 Jobs | 2023 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 25% Hourly Wage | Median Hourly Wage |
| Labor Relations Specialists |  571  |  584  | 13 | 2% |  311  |  62  | $30.06 | $39.56 |
| Survey Researchers |  125  |  158  | 32 | 26% |  114  |  23  | $26.17 | $36.56 |
| **TOTAL** |  **696**  |  **742**  | **46** | **7%** |  **424**  |  **85**  | **$29.36** | **$39.02** |

*Source: EMSI 2019.4*

**Mid-Peninsula Sub-Region** includes San Francisco and San Mateo Counties

### Job Postings in Bay Region and Mid-Peninsula Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (March 2019 - February 2020)**

| Occupation | Bay Region | Mid-Peninsula |
| --- | --- | --- |
|  Survey Researchers | 246 | 94 |
|  Labor Relations Specialists | 69 | 27 |
|  **TOTAL** | **315** | **121** |

*Source: Burning Glass*

The chart below displays the most recent 30 days of job postings activity in the Bay region to show near-term trends for Labor Relations Specialists (SOC 13-1075) from EMSI as of 3/26/20.



**Table 4a. Top Job Titles for Labor and Community Organizing Occupations for latest 12 months (March 2019 - February 2020) Bay Region**

|  |  |  |  |
| --- | --- | --- | --- |
| Common Title | Bay | Common Title | Bay |
| Field Interviewer | 55 | Union Square | 4 |
| Enter Email Take Survey Brands To For Time | 33 | Survey Statistician | 4 |
| Field Bilingual Interviewer | 20 | Phlebotomist | 4 |
| Field Interviewer, Bilingual | 18 | Survey Support | 3 |
| Labor Relations Specialist | 15 | Survey Research Manager | 3 |
| Data Collection Specialist | 14 | Survey Research Assistant | 3 |
| Survey Analyst | 13 | Specialist | 3 |
| Survey Researcher | 11 | Senior Labor Relations Specialist | 3 |
| Field Interviewer, Information And Technology Industry | 9 | Sabbatical/Visiting Researchers | 3 |
| Survey Research Analyst | 6 | Field Mandarin Interviewer | 3 |
| Barback - Union Square | 6 | Field Cantonese Interviewer | 3 |
| Survey Research Associate | 5 | Consumer Interviewer | 3 |
| Labor Negotiator | 5 | Chief Labor Relations Negotiator | 3 |
| Data Analyst | 5 | Telephone Interviewer | 2 |

**Table 4b. Top Job Titles for Labor and Community Organizing Occupations for latest 12 months (March 2019 - February 2020) Mid-Peninsula Sub-Region**

|  |  |  |  |
| --- | --- | --- | --- |
| Common Title | Mid-Peninsula | Common Title | Mid-Peninsula |
| Field Interviewer | 27 | Field Cantonese Interviewer | 3 |
| Field Bilingual Interviewer | 8 | Telephone Interviewer | 2 |
| Barback - Union Square | 6 | Senior Labor Relations Specialist | 2 |
| Field Interviewer, Bilingual | 5 | Phlebotomist | 2 |
| Enter Email Take Survey Brands To For Time | 5 | Field Mat Interviewer | 2 |
| Data Collection Specialist | 5 | Data Analyst | 2 |
| Union Square | 4 | 's - Union Square | 2 |
| Survey Researcher | 4 | UX Researchers | 1 |
| Labor Relations Specialist | 4 | The In St On Union Square | 1 |
| Survey Support | 3 | Thank For Completing Our Survey | 1 |
| Survey Analyst | 3 | Survey Research Assistant | 1 |
| Sabbatical/Visiting Researchers | 3 | Survey Research Analyst | 1 |
| Labor Negotiator | 3 | Survey Methodologist | 1 |
| Field Mandarin Interviewer | 3 | Researchers | 1 |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Labor and Community Organizing Workers in Bay Region**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Industry – 6 Digit NAICS (No. American Industry Classification) Codes | Jobs in Industry (2018) | Jobs in Industry (2022) | % Change (2018-22) | % in Industry (2018) |
| Labor Unions and Similar Labor Organizations (813930) | 1,862 | 1,785 | -4% | 71% |
| Electronic Computer Manufacturing (334111) | 56 | 59 | 5% | 2% |
| Corporate, Subsidiary, and Regional Managing Offices (551114) | 46 | 49 | 7% | 2% |
| All Other Professional, Scientific, and Technical Services (541990) | 33 | 47 | 42% | 1% |
| Research and Development in the Social Sciences and Humanities (541720) | 35 | 35 | 0% | 1% |
| Internet Publishing and Broadcasting and Web Search Portals (519130) | 28 | 37 | 32% | 1% |
| Local Government, Excluding Education and Hospitals (903999) | 28 | 28 | 0% | 1% |
| Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology) (541715) | 26 | 28 | 8% | 1% |

*Source: EMSI 2019.4*

**Table 6. Top Employers Posting Labor and Community Organizing Occupations in Bay Region and Mid-Peninsula Sub-Region (March 2019 - February 2020)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | Bay | Employer | Mid-Peninsula |
| Part Time Cash | 18 | Renne Public Law Group | 3 | RTI International | 5 |
| Moneyathome | 15 | Macy's | 3 | Facebook | 5 |
| Legal Collect | 15 | Apple Inc. | 3 | Legal Collect | 4 |
| RTI International | 9 | Yougov | 2 | Stanford University | 3 |
| Norc | 9 | University California | 2 | Renne Public Law Group | 3 |
| University of Chicago | 7 | US Army | 2 | Moneyathome | 3 |
| Stanford University | 7 | Rylem | 2 | Macy's | 3 |
| Westat | 5 | Premise | 2 | Yougov | 2 |
| University Of California Office Of The President | 5 | Penske | 2 | Vital Research | 2 |
| Pacific Gas and Electric Co | 5 | Mathematica Incorporated | 2 | Premise | 2 |
| Facebook | 5 | Marriott International Incorporated | 2 | Part Time Cash | 2 |
| UC San Diego | 4 | IKEA | 2 | Pacific Gas and Electric Company | 2 |
| Subroclaims | 4 | IBM | 2 | Marriott International Inc | 2 |
| Juarez Associates Inc | 4 | Hilton Hotel Corporation | 2 | Hilton Hotel Corporation | 2 |
| Amazon | 4 | Center For Employment Training | 2 | Antenna Group | 2 |
| Vital Research | 3 | Aspire Public Schools | 2 | American Institute Of Consumer Studies | 2 |
| UC Berkeley | 3 | Antenna Group | 2 | Wikimedia Foundation | 1 |

*Source: Burning Glass*

# Educational Supply

There is one (1) community college in the Bay Region (Laney College) issuing one (1) award on average annually (last 3 years) on TOP 0516.00 - Labor and Industrial Relations.

**Table 7. Awards on TOP 0516.00 - Labor and Industrial Relations in Bay Region**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| College | Sub-Region | Associates | Certificate 18+ Units | Certificate Low Unit | Total |
| Laney College  | East Bay | 1 | 0 | 0 | 1 |

# *Source: Data Mart*

Note: The annual average for awards is 2015-16 to 2017-18.

# Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay region with 277 annual openings for the Labor and Community Organizing occupational cluster and one (1) annual (3-year average) award for an annual undersupply of 276 students. In the Mid-Peninsula Sub-Region, there is also a gap with 85 annual openings and no annual (3-year average) awards for an annual undersupply of 85 students.

# Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 0516.00 - Labor and Industrial Relations**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay (All CTE Programs) | City College of San Francisco (All CTE Programs) | State (0516.00) | Bay (0516.00) | Mid-Peninsula (0516.00) | City College of San Francisco (0516.00) |
| % Employed Four Quarters After Exit | 74% | 73% | 77% | n/a | n/a | n/a |
| Median Quarterly Earnings Two Quarters After Exit | $10,550 | $10,170 | $14,325 | n/a | n/a | n/a |
| Median % Change in Earnings | 46% | 50% | 18% | n/a | n/a | n/a |
| % of Students Earning a Living Wage | 63% | 55% | 71% | n/a | n/a | n/a |

*Source: Launchboard Pipeline (version available on 3/27/20)*

# Skills, Certifications and Education

**Table 9. Top Skills for Labor and Community Organizing Occupations in Bay Region (March 2019 - February 2020)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Data Collection | 116 | Data Entry | 17 | Data Analysis | 9 |
| Survey Research | 83 | SQL | 17 | Data Security | 9 |
| Surveys | 62 | Python | 15 | Expense Reports | 9 |
| Project Management | 36 | Survey Instruments | 15 | Staff Management | 9 |
| Machinery | 33 | Budgeting | 14 | Tableau | 9 |
| Office Equipment | 33 | Contract Management | 13 | Contract Interpretation | 8 |
| Record Keeping | 26 | Survey Design | 13 | Data Management | 8 |
| Mental Health | 25 | Contract Administration | 12 | Machine Learning | 8 |
| Labor Relations | 23 | Data Science | 12 | Mediation | 8 |
| Scheduling | 22 | Economics | 11 | Performance Management | 8 |
| Psychology | 21 | Employee Relations | 11 | Product Development | 8 |
| Administrative Functions | 20 | Quality Assurance and Control | 11 | Qualitative Research | 8 |
| Collective Bargaining | 18 | SPSS | 11 | R | 8 |
| Customer Service | 18 | Market Research | 10 | Statistics | 8 |
| Data Quality | 18 | Administrative Support | 9 | Arbitration | 7 |

*Source: Burning Glass*

**Table 10. Certifications for Labor and Community Organizing Occupations in Bay Region (March 2019 - February 2020)**

Note: 61% of records have been excluded because they do not include a certification. As a result, the chart below may not be representative of the full sample.

|  |  |  |  |
| --- | --- | --- | --- |
| Certification | Postings | Certification | Postings |
| Driver's License | 95 | Licensed Professional Surveyor | 3 |
| Bilingual Certification | 23 | Licensed Vocational Nurse (LVN) | 1 |
| Professional in Human Resources | 9 | Forklift Operator Certification | 1 |
| Senior Professional in Human Resources | 7 | First Aid CPR AED | 1 |
| Phlebotomy Certification | 4 |  |  |

*Source: Burning Glass*

**Table 11. Education Requirements for Labor and Community Organizing Occupations in Bay Region**

Note: 70% of records have been excluded because they do not include a degree level. As a result, the chart below may not be representative of the full sample.

|  |  |  |
| --- | --- | --- |
| Education (minimum advertised) | Latest 12 Mos. Postings | Percent 12 Mos. Postings |
| High school or vocational training | 4 | 4% |
| Associate Degree | 2 | 2% |
| Bachelor’s Degree or Higher | 76 | 94% |

*Source: Burning Glass*

# Methodology

Occupations for this report were identified by use of skills listed in O\*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCCO Data Mart.

# Sources

O\*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard [www.calpassplus.org/Launchboard/](http://www.calpassplus.org/Launchboard/)

Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset

Living Insight Center for Community Economic Development

Chancellor’s Office MIS system

# Contacts

For more information, please contact:

* Doreen O’Donovan, Research Analyst, for Bay Area Community College Consortium (BACCC) and Centers of Excellence (CoE), doreen@baccc.net or (831) 479-6481
* John Carrese, Director, San Francisco Bay Center of Excellence for Labor Market Research, jcarrese@ccsf.edu or (415) 267-6544