

# Real Estate Occupations Labor Market Information Report Contra Costa College

Prepared by the San Francisco Bay Center of Excellence  
for Labor Market Research  
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## Recommendation

Based on all available data, there appears to be an undersupply of Real Estate workers compared to the demand for this cluster of occupations in the Bay region and in the East Bay sub-region (Alameda and Contra Costa Counties). There is a projected annual gap of about 3,013 students in the Bay region and 814 students in the East Bay Sub-Region.

## Introduction

This report provides student outcomes data on employment and earnings for TOP 0511.00-Real Estate programs 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 Contra Costa College and in the region.

This report profiles Real Estate Occupations in the 12 county Bay region and in the East Bay sub-region for a College/District program review at Contra Costa College.

- **Real Estate Sales Agents (41-9022):** Rent, buy, or sell property for clients. Perform duties, such as study property listings, interview prospective clients, accompany clients to property site, discuss conditions of sale, and draw up real estate contracts. Includes agents who represent buyer.  
Entry-Level Educational Requirement: High school diploma or equivalent  
Training Requirement: Moderate-term on-the-job training  
Percentage of Community College Award Holders or Some Postsecondary Coursework: 36%
- **Real Estate Brokers (41-9021):** Operate real estate office, or work for commercial real estate firm, overseeing real estate transactions. Other duties usually include selling real estate or renting properties and arranging loans.  
Entry-Level Educational Requirement: High school diploma or equivalent  
Training Requirement: None  
Percentage of Community College Award Holders or Some Postsecondary Coursework: 36%
- **Property, Real Estate, and Community Association Managers (11-9141):** Plan, direct, or coordinate the selling, buying, leasing, or governance activities of commercial, industrial, or residential real estate properties. Includes managers of homeowner and condominium associations, rented or leased housing units, buildings, or land (including rights-of-way).  
Entry-Level Educational Requirement: High school diploma or equivalent  
Training Requirement: None  
Percentage of Community College Award Holders or Some Postsecondary Coursework: 34%
- **Appraisers and Assessors of Real Estate / Property Appraisers and Assessors (13-2021):** Appraise real property and estimate its fair value. May assess taxes in accordance with prescribed schedules.  
Entry-Level Educational Requirement: Bachelor's degree  
Training Requirement: Long-term on-the-job training  
Percentage of Community College Award Holders or Some Postsecondary Coursework: 34%

## Occupational Demand

**Table 1. Employment Outlook for Real Estate Occupations in Bay Region**

Occupation	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	5-Yr Openings	Average Annual Openings	25% Hourly Wage	Median Hourly Wage
Real Estate Sales Agents	13,872	14,090	218	2%	7,066	1,413	\$16.76	\$29.30
Real Estate Brokers	4,600	4,683	83	2%	2,344	469	\$21.23	\$32.23
Property, Real Estate, and Community Association Managers	12,365	12,996	631	5%	5,524	1,105	\$21.84	\$34.38
Appraisers and Assessors of Real Estate / Property Appraisers and Assessors	2,001	2,028	28	1%	840	168	\$23.45	\$36.92
Real Estate Sales Agents	13,872	14,090	218	2%	7,066	1,413	\$16.76	\$29.30
<b>TOTAL</b>	<b>32,837</b>	<b>33,797</b>	<b>961</b>	<b>3%</b>	<b>15,774</b>	<b>3,155</b>	<b>\$19.71</b>	<b>\$32.09</b>

Source: EMSI 2020.3

**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 Real Estate Occupations in East Bay Sub-Region**

Occupation	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	5-Yr Openings	Average Annual Openings	25% Hourly Wage	Median Hourly Wage
Real Estate Sales Agents	4,098	4,136	38	1%	2,035	407	\$15.57	\$27.27
Real Estate Brokers	1,344	1,357	13	1%	665	133	\$19.45	\$30.17
Property, Real Estate, and Community Association Managers	3,289	3,407	118	4%	1,407	281	\$21.04	\$32.21
Appraisers and Assessors of Real Estate / Property Appraisers and Assessors	466	464	-2	0%	187	37	\$25.38	\$35.73
<b>TOTAL</b>	<b>9,197</b>	<b>9,364</b>	<b>167</b>	<b>2%</b>	<b>4,295</b>	<b>859</b>	<b>\$18.59</b>	<b>\$29.89</b>

Source: EMSI 2020.3

**East Bay Sub-Region includes** Alameda and Contra Costa Counties

### Job Postings in Bay Region and East Bay Sub-Region

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

Occupation	Bay Region	East Bay Sub-Region
Property, Real Estate, and Community Association Managers	5,514	1,791
Real Estate Sales Agents	4,924	1,387
Assessors	313	109
Real Estate Brokers	154	19
Appraisers, Real Estate	54	18
<b>TOTAL</b>	<b>10,959</b>	<b>3,324</b>

Source: Burning Glass

**Table 4a. Top Job Titles for Real Estate Occupations for latest 12 months (Oct 2019 - Sept 2020) Bay Region**

Common Title	Bay	Common Title	Bay
Leasing Consultant	880	Resident Manager	68
Property Manager	652	Senior Property Manager	56
Assistant Property Manager	520	Assistant Business Manager	53
Community Manager	468	Real Estate Salesman	51
Leasing Agent	224	Field Inspector	50
Assistant Community Manager	209	Real Estate Sales Agent	47

Property Administrator	180	Real Estate Agent - Work	47
Real Estate Agent	165	Real Estate Agent - Set Own	47
Assistant Manager	153	Agent	44
Leasing Specialist	126	Licensed Real Estate Sales Agent	39
Leasing Professional	115	Licensed Real Estate Professional	37
Apartment Leasing Consultant	78	Commercial Property Manager	37
Community Director	72	Leasing	36
Leasing Manager	69	Real Estate Listing Agent	34

**Table 4b. Top Job Titles for Real Estate Occupations for latest 12 months (Oct 2019 - Sept 2020)**  
**East Bay Sub-Region**

Common Title	East Bay	Common Title	East Bay
Leasing Consultant	287	Field Inspector	19
Property Manager	214	Agent	19
Community Manager	155	Senior Property Manager	18
Assistant Property Manager	155	Assistant Business Manager	18
Leasing Agent	95	Real Estate Salesman	16
Assistant Community Manager	94	Sales Associate	15
Property Administrator	76	Resident Manager	14
Leasing Specialist	58	Commercial Real Estate Agent	14
Leasing Professional	52	Commercial Property Manager	14
Assistant Manager	52	Residential Leasing Agent	13
Real Estate Agent	30	Property Supervisor	13
Community Director	27	Leasing Consultant - Floating	12
Apartment Leasing Consultant	26	Community Association Manager	12
Leasing Manager	22	Assistant Manager In	12

Source: Burning Glass

## Industry Concentration

**Table 5. Industries hiring Real Estate Workers in Bay Region**

Industry – 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2019)	Jobs in Industry (2024)	% Change (2019-24)	% Occupation Group in Industry (2019)
Offices of Real Estate Agents and Brokers (531210)	9,298	9,205	-1%	28%
Lessors of Residential Buildings and Dwellings (531110)	5,522	5,559	1%	17%
Residential Property Managers (531311)	4,581	4,966	8%	14%
Other Activities Related to Real Estate (531390)	2,949	2,981	1%	9%
Lessors of Nonresidential Buildings (except Miniwarehouses) (531120)	2,852	3,062	7%	9%
Nonresidential Property Managers (531312)	1,523	1,604	5%	5%
Lessors of Miniwarehouses and Self-Storage Units (531130)	1,521	1,691	11%	5%
Lessors of Other Real Estate Property (531190)	864	810	-6%	3%
Local Government, Excluding Education and Hospitals (903999)	801	843	5%	2%

Source: EMSI 2020.3

**Table 6. Top Employers Posting Real Estate Occupations in Bay Region and East Bay Sub-Region (Oct 2019 - Sept 2020)**

Employer	Bay	Employer	Bay	Employer	East Bay
Greystar	271	Bell Partners	57	Greystar	115
Better Homes And Gardens Real Estate	260	Fairfield Residential	54	Eden Housing Inc	94
Intero Real Estate Services	258	Sares Regis Corporate Office	48	Fpi Management	67

Fpi Management	174	Chinatown Community Development Center	44	Fpi Management Inc	53
Fpi Management Inc	143	Avalonbay Communities Inc	44	Essex Property Trust	47
Eden Housing Inc	137	Midpen Housing Corp	43	Winn Co	42
John Stewart Co	125	Sares Regis Operating Co, L P	42	John Stewart Co	31
Essex Property Trust	105	CBRE	41	Fairfield Residential	30
Alliance Residential Co	87	Multifamily Insiders	41	Keller Williams Realty, Inc.	29
Equity Residential	81	Sequoia Equities	40	Pinnacle Property Management Services	28
Mercy Housing	75	Related Co Inc	40	Alliance Residential Co	27
Woodmont Real Estate Services	74	Jones Lang Lasalle Inc	40	Lennar Corp	24
Pinnacle Property Management Services	73	Cushman & Wakefield	40	Fairfield Residential Llc	23
Sares Regis Group	72	Torp Group	38	Weichert, Realtors	22
Eah	66	Brookfield Properties	38	Networth Realty	20
Win Co	62	Storagepro	37	East Bay Asian Local Development Corp	20
Keller Williams Realty, Inc.	58	Fairfield Residential Llc	34	The Churchill Team/ J Rockcliff Realtors	18

Source: Burning Glass

## Educational Supply

There are 10 community colleges in the Bay Region issuing 142 awards on average annually (last 3 years ending 2018-19) on TOP 0511.00-Real Estate. There are four (4) colleges in the East Bay Sub-Region issuing 45 awards on average annually (last 3 years) on this TOP code.

**Table 7. Community College Awards on TOP 0511.00-Real Estate in Bay Region**

College	Sub-Region	Associate	Certificate Low Unit	Total
Chabot	East Bay	5	8	13
De Anza	Silicon Valley	1	2	3
Diablo Valley	East Bay		4	4
Marin	North Bay	2	1	3
Merritt	East Bay	7	10	17
Monterey	SC - Monterey	1	1	2
Ohlone	East Bay	1	10	11
San Francisco	Mid-Peninsula	9	10	19
San Mateo	Mid-Peninsula	2	30	32
Santa Rosa	North Bay	3	35	38
<b>Total Bay Region</b>		<b>31</b>	<b>111</b>	<b>142</b>
<b>Total East Bay Sub-Region</b>		<b>13</b>	<b>32</b>	<b>45</b>

Source: Data Mart

Note: The annual average for awards is 2016-17 to 2018-19.

## Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 3,155 annual openings for the Real Estate occupational cluster and 142 annual (3-year average) awards for an annual undersupply of 3,013 students. In the East Bay Sub-Region, there is also a gap with 859 annual openings and 45 annual (3-year average) awards for an annual undersupply of 814 students.

## Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 0511.00-Real Estate**

2017-18	Bay All CTE Programs	Contra Costa College All CTE Programs	State 0511.00	Bay 0511.00	East Bay 0511.00	Contra Costa College 0511.00
% Employed Four Quarters After Exit	74%	67%	61%	62%	60%	65%
Median Quarterly Earnings Two Quarters After Exit	\$10,550	\$8,473	\$10,217	\$13,200	\$12,619	\$10,172
Median % Change in Earnings	46%	25%	17%	15%	12%	5%
% of Students Earning a Living Wage	63%	32%	60%	37%	60%	n/a

Source: Launchboard Pipeline (version available on (9/29/20)

## Skills, Certifications and Education

**Table 9. Top Skills for Real Estate Occupations in Bay Region (Oct 2019 - Sept 2020)**

Skill	Postings	Skill	Postings	Skill	Postings
Property Management	4,990	Real Estate Sales	548	Retail Industry Knowledge	357
Customer Service	2,968	Market Strategy	526	Conflict Management	348
Sales	2,674	Contract Preparation	517	Administrative Support	339
Budgeting	2,648	Project Management	516	Sales Management	337
Leasing	2,465	Customer Contact	508	Performance Appraisals	326
Yardi Software	2,297	Bookkeeping	491	Prospective Clients	326
Accounting	1,508	Data Entry	479	Financial Analysis	310
Scheduling	1,508	Legal Documentation	472	Customer Checkout	308
Staff Management	1,415	Legal Document Composition	450	Occupational Health and Safety	308
Real Estate Experience	1,354	Appointment Setting	411	Budget Preparation	306
Repair	1,166	Spreadsheets	391	General Office Duties	300
Social Media	837	Administrative Functions	387	Purchasing	282
Supervisory Skills	779	Invoice Processing	385	Policy Implementation	279
Financial Reporting	725	Financial Statements	383	Plumbing	276
Variance Reporting	558	Housing Industry Knowledge	378	Record Keeping	273

Source: Burning Glass

**Table 10. Certifications for Real Estate Occupations in Bay Region (Oct 2019 - Sept 2020)**

Note: 59% 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	2,533	Certified General Appraiser	30
Real Estate Certification	1,716	Mortgage License	29
Property Manager Certification	273	Apartment Management Certification	28
Certified Occupancy Specialist	188	Contractors License	27
Fair Housing	139	Accredited Residential Manager	25
Leadership In Energy And Environmental Design (LEED) Certified	51	First Aid CPR AED	24
Certified Commercial Investment Member (CCIM)	41	Insurance License	23
Certified Manager of Community Associations (CMCA)	40	Insurance Agent Certification	23
Project Management Certification	35	Chartered Property Casualty Underwriter	20
Security Clearance	34	Licensed Real Estate Broker	15
Certified Residential Appraiser	32	Appraisal License	15
Certified Tax Credit Specialist	30	Paralegal Certification	14

Source: Burning Glass

### Table 11. Education Requirements for Real Estate Occupations in Bay Region

Note: 45% 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	3,570	60%
Associate Degree	271	5%
Bachelor's Degree or Higher	2,029	35%

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 CCCCCO 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

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