



Labor Market Analysis for Program Recommendation

Human Resources Occupations

Solano 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 Human Resources workers compared to the demand for this cluster of occupations in the Bay region and in the North Bay sub-region (Marin, Napa, Solano, Sonoma counties). There is a projected annual gap of about 684 students in the Bay region and 50 students in the North Bay Sub-Region.

Introduction

This report provides student outcomes data on employment and earnings for TOP 0506.30 Management Development and Supervision 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 Solano College and in the region.

This report profiles Human Resources Occupations in the 12 county Bay region and in the North Bay sub-region for a proposed new program at Solano College.

- **Human Resources Managers (11-3121):** Plan, direct, or coordinate human resources activities and staff of an organization. Excludes managers who primarily focus on compensation and benefits (11-3111) and training and development (11-3131).
 Entry-Level Educational Requirement: Bachelor’s degree
 Training Requirement: None
 Percentage of Community College Award Holders or Some Postsecondary Coursework: 25%

Occupational Demand

Table 1. Employment Outlook for Human Resources Occupations in Bay Region

Occupation	2020 Jobs	2025 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Human Resources Managers	8,763	9,036	272	3%	3,816	763	\$54	\$76
Total	8,763	9,036	273	3%	3,816	763	\$54	\$76

Source: EMSI 2021.4

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 Human Resources Occupations in North Bay Sub-region

Occupation	2020 Jobs	2025 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Human Resources Managers	683	687	4	1%	281	56	\$45	\$62
Total	683	687	273	1%	281	56	\$45	\$62

Source: EMSI 2021.4

North Bay Sub-Region includes: Marin, Napa, Solano, Sonoma Counties**Job Postings in Bay Region and North Bay Sub-Region****Table 3. Number of Job Postings by Occupation for latest 12 months (Apr 2021 - Mar 2022)**

Occupation	Bay Region	North Bay
Human Resources Managers	6,947	467

Source: Burning Glass

**Table 4a. Top Job Titles for Human Resources Occupations for latest 12 months (Apr 2021 - Mar 2022)
Bay Region**

Title	Bay	Title	Bay
Human Resources Manager	999	Talent Manager	64
Human Resources Director	268	Manager, Talent Acquisition	50
Director of Human Resources	279	Senior Human Resources Manager	49
Human Resources Administrator	166	Head Of Talent Acquisition	45
Recruiting Manager	138	Employee Relations Manager	42
Talent Acquisition Manager	122	Director Of Talent Acquisition	81
Director, Human Resources	104	Head Of Talent	40
Staffing Manager	81		

Source: Burning Glass

**Table 4b. Top Job Titles for Human Resources Occupations for latest 12 months (Apr 2021 - Mar 2022)
North Bay Sub-Region**

Title	North Bay	Title	North Bay
Human Resources Manager	105	Regional Human Resources Manager	5
Director of Human Resources	47	Cds Shift Supervisor - Usd/Human Resources	4
Human Resources Director	35	Executive Team Leader Human Resources Assistant Manager	4

Title	North Bay	Title	North Bay
Staffing Manager	12	Talent Acquisition Manager	4
Recruiting Manager	10	Vice President Of Human Resources	4
Human Resources Administrator	6	Assistant Manager/Customer Service - Human Resources Area	3
Manager, Human Resources	6	Business Office Manager/Human Resources	3

Source: Burning Glass

Industry Concentration

Table 5. Industries hiring Human Resources Managers in Bay Region

Industry - 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2020)	Jobs in Industry (2025)	% Change (2020-25)	% Occupation Group in Industry (2020)
Corporate, Subsidiary, and Regional Managing Offices	932	-87	11%	1%
Internet Publishing and Broadcasting and Web Search Portals	478	110	5%	0%
Custom Computer Programming Services	425	65	5%	0%
Local Government, Excluding Education and Hospitals	406	15	5%	0%
Software Publishers	238	40	3%	0%
Electronic Computer Manufacturing	256	21	3%	0%
Computer Systems Design Services	228	19	3%	0%
Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	226	11	3%	0%
Data Processing, Hosting, and Related Services	169	28	2%	0%
Federal Government, Military	186	-3	2%	1%

Source: EMSI 2021.4

Table 6. Top Employers Posting Human Resources Occupations in Bay Region and North Bay Sub-Region (Apr 2021 - Mar 2022)

Employer	Bay	Employer	North Bay
Stanford University	115	Storagepro	10
Facebook	113	Target	8
Deloitte	76	Bausch & Lomb	8
Microsoft Corporation	58	Hyatt	7
Accenture	56	Moss Adams LLP	5

Employer	Bay	Employer	North Bay
Gap Inc.	51	Jericho Hr Group	5
University Of California	49	Cds	5
PricewaterhouseCoopers	44	Aya Healthcare	5
Marriott International Incorporated	39	Ancor Limited	5
KPMG	39	Self Help Services	4

Source: Burning Glass

Educational Supply

There are seven (7) community colleges in the Bay Region issuing 79 awards on average annually (last 3 years ending 2018-19) on TOP 0506.30 Management Development and Supervision. In the North Bay Sub-Region, there is a one (1) community college (SRJC) that issued six (6) awards on average annually (last 3 years) on this TOP code.

Table 7. Community College Awards on TOP 0506.30 Management Development and Supervision in Bay Region

College	Subregion	Associate	Certificate Low	Total
Chabot	East Bay	7	20	27
Laney	East Bay	0	16	16
Las Positas	East Bay	0	1	1
Los Medanos	East Bay	4	3	7
Ohlone	East Bay	3	3	6
San Francisco	Mid-Peninsula	0	16	16
Santa Rosa	North Bay	0	6	6
Total		14	65	79

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 763 annual openings for the Human Resources occupational cluster and 79 annual (3-year average) awards for an annual undersupply of 684 students. In the North Bay Sub-Region, there is also a gap with 56 annual openings and 6 annual (3-year average) awards for an annual undersupply of 50 students.

Student Outcomes

Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 0506.30 Management Development and Supervision

Metric Outcomes	Bay All CTE Programs	Solano All CTE Programs	State 0506.30	Bay 0506.30	North Bay 0506.30	Solano 0506.30
Students with a Job Closely Related to Their Field of Study	74%	63%	68%	84%	75%	N/A
Median Annual Earnings for SWP Exiting Students	\$47,419	\$32,967	\$46,305	\$52,561	\$62,467	N/A
Median Change in Earnings for SWP Exiting Students	23%	27%	8%	16%	17%	N/A
Exiting Students Who Attained the Living Wage	52%	51%	68%	62%	83%	N/A

Source: Launchboard Strong Workforce Program Median of 2017 to 2020.

Skills, Certifications and Education

Table 9. Top Skills for Human Resources Occupations in Bay Region (Apr 2021 - Mar 2022)

Skill	Posting	Skill	Posting
Employee Relations	2,211	Scheduling	719
Onboarding	1,915	Change Management	700
Talent Acquisition	1,788	Business Administration	657
Performance Management	1,613	Labor Relations	613
Human Resource Management	1,424	Organizational Development	605
Human Resource Information System (HRIS)	1,281	HR Policies	602
Budgeting	1,040	Customer Service	587
Project Management	1,036	Succession Planning	582
Talent Management	996	Conflict Management	557
Staff Management	975	New Hire Orientation	550
Workers' Compensation	910	Payroll Processing	546
Recruiting	871	Sales	533
Performance Appraisals	794	Performance Analysis	510
Employee Engagement	778	Legal Compliance	492

Source: Burning Glass

Table 10. Certifications for Human Resources Occupations in Bay Region (Apr 2021 - Mar 2022)

Certification	Posting	Certification	Posting
Professional in Human Resources	553	Certified Benefits Professional	13
Senior Professional in Human Resources	429	Certified Public Accountant (CPA)	12
SHRM Certified Professional (SHRM-CP)	391	Certified Information Systems Auditor (CISA)	12
SHRM Senior Certified Professional	269	Licensed Attorney	10
Driver's License	264	Certified Protection Professional (CPP)	10
Project Management Certification	73	Certified Payroll Professional (CPP)	10
Project Management Professional (PMP)	48	Administrative Services Credential	10
First Aid Cpr Aed	38	Chartered Institute of Personnel and Development (CIPD)	9
Certified Compensation Professional (CCP)	24	Certified Employee Benefit Specialist (CEBS)	8
Global Professional in Human Resources	18	Six Sigma Certification	7

Source: Burning Glass

Note: 79% 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.

Table 11. Education Requirements for Human Resources Occupations in Bay Region

Education (minimum advertised)	Latest 12 Mos. Postings	Percent 12 Mos. Postings
High school or vocational training	387	8%
Associate's degree	261	5%
Bachelor's degree and higher	4,130	87%

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/

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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