



Labor Market Analysis for Program Recommendation

Public Transit Occupations

Silicon Valley Subregion

Prepared by the Bay Region Center of Excellence for Labor Market Research

Associate Program

September 2026

Recommendation Based on Labor Market Data: ☒ Yes ☐ With Reservations ☐ No		
	Earning Wage Meets Living Wage	Meets Demand
Bay Region	Entry Level Hourly Wage- \$38 Mid-Career Hourly Wage- \$52 Mid-Career Hourly Wage at or above the Bay Living Wage (\$27)? ☒ Yes ☐ No	Demand: 1,583 Supply: 67 (4% of Demand is Met) Gap: 1,516 In-Demand? ☒ Yes ☐ No
Silicon Valley Subregion	Entry Level Hourly Wage- \$54 Mid-Career Hourly Wage-\$73 Mid-Career Hourly Wage at or above the Subregion Living Wage (\$30)? ☒ Yes ☐ No	Demand: 283 Supply: 0 (0% of Demand is Met) Gap: 283 In-Demand? ☒ Yes ☐ No

Note: An occupation is considered to provide a living wage if the mid-career wage is at or above the amount required for a single adult to be economically self-sufficient within a specified region. In this report, living wage estimates are based on the California Self-Sufficiency Standard. The Bay Region Center of Excellence is gradually transitioning to the MIT Living Wage Calculator. During this transition, we include estimates in the methodology section from both sources for reference and comparison. As a rule of thumb, an occupation will be considered **in-demand** when the supply is less than 75% of the demand and the labor market gap exceeds 40 openings (a reasonable regional

threshold for starting a new program), but this approach may not apply in all cases. For definitions of demand, supply, and living wage, please scroll to the bottom of the report under **Definitions**.

Recommendation

The labor market data supports this proposed program. The occupations meet both the Bay Region and Silicon Valley subregion living wage at the entry and mid-career levels. An additional 1,517 students are needed in the Bay Region and 283 students in the Silicon Valley subregion to complete their program. Lastly, only 4% of labor market demand is being met in the Bay Region, and 0% of demand is being met in the Silicon Valley subregion overall.

Introduction

This report provides student outcomes data on employment and earnings for TOP 0947.50 - Truck and Bus Driving 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 subregion in the state and region.

This report profiles Public Transit Occupations in the 12 county Bay Region and in the Silicon Valley subregion. The occupations classified as middle-skill occupations require a certificate, or an associate degree, or it may require a bachelor's degree, but 33% or fewer of current workers in these roles hold one.

- Transportation, Storage, and Distribution Managers (11-3071):** Plan, direct, or coordinate transportation, storage, or distribution activities in accordance with organizational policies and applicable government laws or regulations. Includes logistics managers.
 Typical Entry-Level Educational: High school diploma or equivalent
 Skill Level: Middle-Skill
 Work Experience Required: 5 years or more
 Percentage of individuals 25+ with an associate degree, certificate, or some postsecondary coursework as their highest level of education attainment: 34%
- Bus Drivers, Transit and Intercity (53-3052):** Drive bus or motor coach, including regular route operations, charters, and private carriage. May assist passengers with baggage. May collect fares or tickets.
 Typical Entry-Level Educational: High school diploma or equivalent
 Skill Level: Middle-Skill
 Work Experience Required: None
 Percentage of individuals 25+ with an associate degree, certificate, or some postsecondary coursework as their highest level of education attainment: 37%

Occupational Demand

Table 1. Employment Outlook for Public Transit Occupations in the Bay Region

Occupation	2025 Jobs	2030 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	Entry Level Hourly	Mid-Career Hourly Wage
Transportation, Storage, and Distribution Managers	6,745	6,906	160	2%	2,845	569	\$48	\$70
Bus Drivers, Transit and Intercity	7,310	7,693	383	5%	5,071	1,014	\$29	\$35
Total	14,055	14,599	544	4%	7,916	1,583	\$38	\$52

Source: Lightcast 2026.3

The 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 Public Transit Occupations in the Silicon Valley Subregion

Occupation	2025 Jobs	2030 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	Entry Level Hourly	Mid-Career Hourly Wage
Transportation, Storage, and Distribution Managers	1,756	1,918	161	9%	868	174	\$63	\$85
Bus Drivers, Transit and Intercity	759	814	54	7%	543	109	\$33	\$46
Total	2,515	2,732	217	9%	1,411	283	\$54	\$73

Source: Lightcast 2026.3

Silicon Valley Subregion includes: Santa Clara Counties

Job Postings in the Bay Region and Silicon Valley Subregion**Table 3. Number of Job Postings by Occupation for the latest 12 months**

Occupation	Bay Region	Silicon Valley
Transportation, Storage, and Distribution Managers	4,104	1,343
Bus Drivers, Transit and Intercity	524	98

Source: Lightcast 2026.3; "Job Posting Analytics." Sep. 2025 - Aug. 2026

Table 4a. Top Job Titles in Job Postings for Public Transit Occupations in the Bay Region

Title	Bay	Title	Bay
Warehouse Managers	190	Supply Chain Project Managers	59
Supply Chain Managers	168	Teachers/Bus Drivers	52
Bus Drivers	133	Parts Managers	50
Directors of Supply Chain	99	Supply Chain Logistics Managers	43
Supply Chain Program Managers	96	Materials Managers	42
Demand Planning Managers	85	Supply Chain Leaders	39
Shuttle Drivers	79	Transportation Coordinators	38
Logistics Managers	66	Directors of Supply Chain Management	36
Inventory Managers	64	Transportation Managers	36

Source: Lightcast 2026.3; "Job Posting Analytics." Sep. 2025 - Aug. 2026

Table 4b. Top Job Titles in Job Posting for Public Transit Occupations in the Silicon Valley Subregion

Title	Silicon Valley	Title	Silicon Valley
Supply Chain Program Managers	68	Supply Chain Logistics Managers	20
Supply Chain Managers	66	Shuttle Drivers	17
Supply Chain Project Managers	45	Logistics Program Managers	16

Title	Silicon Valley	Title	Silicon Valley
Warehouse Managers	36	Supply Chain Analytics Managers	16
Directors of Supply Chain	27	Program Managers	16
Demand Planning Managers	26	Global Supply Managers	15
Bus Drivers	22	NPI Managers	15
Global Commodity Managers	22	Reverse Logistics Managers	14
Logistics Managers	20	Demand and Supply Planning Managers	13

Source: Lightcast 2026.3; "Job Posting Analytics." Sep. 2025 - Aug. 2026

Industry Concentration

Table 5. Industries Hiring for Public Transit Occupations in the Bay Region

Industry - 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2025)	Jobs in Industry (2030)	% Change (2025-30)	% Occupation Group in Industry (2025)
Local Government, Excluding Education and Hospitals	4,556	4,755	4%	32%
Corporate, Subsidiary, and Regional Managing Offices	691	834	21%	5%
Bus and Other Motor Vehicle Transit Systems	618	662	7%	4%
Other Urban Transit Systems	595	792	33%	4%
Charter Bus Industry	361	252	-30%	3%
All Other Transit and Ground Passenger Transportation	305	317	4%	2%
State Government, Excluding Education and Hospitals	286	299	4%	2%
Special Needs Transportation	255	283	11%	2%
General Warehousing and Storage	245	260	6%	2%
Couriers and Express Delivery Services	181	181	0%	1%

Source: Lightcast 2026.3

Table 6. Top Employers Posting Public Transit Occupations in the Bay Region and the Silicon Valley Subregion

Employer	Bay	Employer	Silicon Valley
Google	96	Google	88
Amazon	92	Apple	54
Tesla	73	Amazon	51

Employer	Bay	Employer	Silicon Valley
Edjoin.Org	66	Applied Materials	41
Hallcon Corporation	61	Tesla	41
Eastridge	61	Nvidia	28

Source: Lightcast 2026.3; "Job Posting Analytics." Sep. 2025 - Aug. 2026

Educational Supply

There is one community college in the Bay Region issuing 1 award on average annually (last 3 years ending 2024-25) on TOP 0947.50 - Truck and Bus Driving.

There is one other CTE educational institution in the Bay Region issuing 65 awards on average annually (last 3 years ending 2023-24) on CIP 49.0205- Truck and Bus Driver/Commercial Vehicle Operator and Instructor.

There are no community college in the Bay Region issuing awards on average annually (last 3 years ending 2024-25) on TOP 2102.00 – Public Administration n the Bay Region.

There is a four-year institution in the Bay Region issuing 1 bachelor's degrees on average annually (last 3 years ending 2023-24) on CIP 44.0401- Public Administration in the Bay Region.

Table 7a. Community College Awards on TOP 0947.50 - Truck and Bus Driving in the Bay Region

College	Subregion	Low unit Certificate	Total
Marin	North Bay	1	1
Total	-	1	1

Source: Data Mart

Note: The annual average for awards is 2022-23 to 2025-25.

Table 7b. Other CTE Institutions Awards on CIP 49.0205- Truck and Bus Driver/Commercial Vehicle Operator and Instructor in the Bay Region

College	Subregion	Certificates of less than 1 year	Total
CET-SoledadSC-Monterey		65	65
Total	-	65	65

Source: IPEDS

Note: The annual average for awards is 2021-22 to 2023-24.

Table 7c. Other CTE Institutions Awards on CIP 44.0401 - Public Administration in the Bay Region

College	Subregion	Bachelor's degree	Total
University of San Francisco	Mid-Peninsula	1	1
Total	-	1	1

Source: IPEDS

Note: The annual average for awards is 2021-22 to 2023-24.

Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay Region with 1,583 annual openings for the Public Transit occupational cluster and 67 annual (3-year average) awards for an annual undersupply of 1,516

students. In the Silicon Valley subregion, there is also a gap with 283 annual openings and no annual (3-year average) awards for an annual undersupply of 283 students.

Student Outcomes

Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 0947.50 - Truck and Bus Driving

Metric Outcomes	Bay All CTE Program	State 0947.50	Bay 0947.50	Silicon Valley 0947.50
Students with a Job Closely Related to Their Field of Study	75%	NA	NA	NA
Median Annual Earnings for SWP Exiting Students	\$58,379	\$50,584	\$78,560	\$78,560
Median Change in Earnings for SWP Exiting Students	31%	35%	71%	71%
Exiting Students Who Attained the Living Wage	50%	59%	86%	86%

Source: DataVista Program Median of 2020 to 2022.

Skills, Certifications and Education

Table 9. Top Skills in Job Postings for Public Transit Occupations in the Bay Region

Skill	Posting	Skill	Posting
Supply Chain	2,056	Purchasing	665
Warehousing	1,076	Inventory Control	634
Inventory Management	1,073	Operations Management	587
Key Performance Indicators (KPIs)	985	Workflow Management	576
Continuous Improvement Process	951	SAP Applications	571
Procurement	908	Cross-Functional Collaboration	565
Supply Chain Management	908	Auditing	486
Finance	856	Supply Chain Planning	476
Process Improvement	846	Data Analysis	472
Project Management	839	New Product Development	468

Source: Lightcast 2026.3; "Job Posting Analytics." Sep. 2025 - Aug. 2026

Table 10. Certifications in Job Postings for Public Transit Occupations in the Bay Region

Certification	Posting	Certification	Posting
Valid Driver's License	506	Cardiopulmonary Resuscitation (CPR) Certification	38
Project Management Professional Certification	174	American Production And Inventory Control Society (APICS) Certification	37

Certification	Posting	Certification	Posting
Commercial Driver's License (CDL)	167	CDL Class C License	33
Forklift Certification	93	Six Sigma Certification	32
First Aid Certification	54	Professional Engineer (PE) License	27
CDL Class A License	50	Project Management Certification	20

Source: Lightcast 2026.3; "Job Posting Analytics." Sep. 2025 - Aug. 2026

Table 11. Education Requirements for Public Transit Occupations in the Bay Region

Education Level	Job Postings	% of Total
High school or GED	689	18%
Associate degree	190	5%
Bachelor's degree & higher	2,927	77%

Source: Lightcast 2026.3; "Job Posting Analytics." Sep. 2025 - Aug. 2026

Note: 40% of records have been excluded because they do not include a degree level. As a result, the chart above may not be representative of the full sample.

Methodology

Occupations for this report were identified by use of job descriptions and skills listed in O*Net. Labor demand data is sourced from Lightcast occupation and job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CCCCCO Data Mart and CTE Launchboard.

This report uses living wage estimates from the California Self-Sufficiency Standard. The Bay Region Center of Excellence is gradually transitioning to the Massachusetts Institute of Technology (MIT) Living Wage Calculator, which will become the primary living wage benchmark used in future reports. During this transition, we include both estimates to provide context and allow readers to understand how the selected benchmark affects wage comparisons. Because the California Self-Sufficiency Standard and the MIT Living Wage Calculator use different methodologies, their estimates are not directly interchangeable. The MIT Living Wage Calculator generally produces higher living wage thresholds; therefore, future reports may identify fewer occupations as providing a living wage, even when the underlying occupational wage data has not changed. For comparison, the MIT living wage is \$33 per hour for the Bay Region and \$38 per hour for the Silicon Valley subregion. Under the California Self-Sufficiency Standard, the living wage is \$27 per hour for the Bay Region and \$30 per hour for the Silicon Valley subregion.

Definitions

Demand refers to average annual openings which includes a combination of both [new jobs and replacement jobs](#) between 2025 to 2030. New jobs represent the total number of additional workers required in an occupation, calculated as the difference between the current number of workers and the projected number of unfilled positions. Replacements are jobs that will need to be filled by [new hires](#) due to existing workers leaving the occupation. The average annual openings figure is derived by dividing total openings (2025 to 2030) by five years.

Supply refers to the average number of [graduates](#) between academic years 2021–2022 and 2023–2024. Graduates include students from community colleges, other two-year private and public institutions, as well as four-year institutions.

Living wage refers to the amount of income required for working families to meet basic needs at a minimally adequate level, considering family composition, ages of children, and geographic differences in costs based on the Self-Sufficiency Standard methodology.

Entry-level wages are the hourly earnings paid to workers who are newly entering an occupation.

Mid-career wages are the hourly earnings paid to workers who have accumulated several years of experience in an occupation, reflecting increased productivity, skill proficiency, and responsibility beyond entry-level roles but short of late-career or senior positions.

Sources

O*Net Online

Lightcast

CTE LaunchBoard www.calpassplus.org

Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset

CCCCO Data Mart

Contacts

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