



Labor Market Analysis for Program Recommendation

Pre-Law Studies Occupations

East Bay Subregion

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

Certificate Program

September 2026

Summary

Recommendation Based on Labor Market Data: ☒ Yes ☐ With Reservations ☐ No		
	Earning Wage Meets Living Wage	Meets Demand
Bay Region	Entry Level Hourly Wage- \$32 Mid-Career Hourly Wage- \$40 Mid-Career Hourly Wage at or above the Bay Living Wage (\$27)? ☒ Yes ☐ No	Demand: 1,536 Supply: 34 (2% of Demand is Met) Gap: 1,502 In-Demand? ☒ Yes ☐ No
East Bay Subregion	Entry Level Hourly Wage- \$30 Mid-Career Hourly Wage- \$36 Mid-Career Hourly Wage at or above the Subregion Living Wage (\$25)? ☒ Yes ☐ No	Demand: 377 Supply: 3 (1% of Demand is Met) Gap: 374 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, and we recommend this proposed program. The occupations meet both the Bay Region and East Bay subregion living wage at the entry and mid-career levels. An additional 1,502 students are needed in the Bay Region and 374 students in the East Bay subregion to complete their program. Lastly, only 2% of labor market demand is being met in the Bay Region, and 1% of demand is being met in the East Bay subregion overall.

Introduction

This report provides student outcomes data on employment and earnings for TOP 1401.00 - Law, General 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 Pre-Law Studies Occupations in the 12 county Bay Region and in the East Bay 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.

- **Paralegals and Legal Assistants (23-2011):** Assist lawyers by investigating facts, preparing legal documents, or researching legal precedent. Conduct research to support a legal proceeding, to formulate a defense, or to initiate legal action.

Typical Entry-Level Education: Associate's degree

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: 39%

- **Court, Municipal, and License Clerks (43-4031):** Perform clerical duties for courts of law, municipalities, or governmental licensing agencies and bureaus. May prepare docket of cases to be called; secure information for judges and court; prepare draft agendas or bylaws for town or city council; answer official correspondence; keep fiscal records and accounts; issue licenses or permits; and record data, administer tests, or collect fees.

Typical Entry-Level Education: 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: 44%

Occupational Demand

Table 1. Employment Outlook for Pre-Law Studies 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
Paralegals and Legal Assistants	11,151	11,057	-94	-1%	5,817	1,163	\$33	\$42
Court, Municipal, and License Clerks	3,285	3,483	197	6%	1,864	373	\$29	\$35
Total	14,436	14,540	103	1%	7,681	1,536	\$32	\$40

Source: Lightcast 2026.3

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 Pre-Law Studies Occupations in the East Bay 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
Paralegals and Legal Assistants	2,572	2,560	-11	-0%	1,352	270	\$31	\$36

Court, Municipal, and License Clerks	967	1,013	45	5%	534	107	\$29	\$35
Total	3,539	3,573	34	1%	1,886	377	\$30	\$36

Source: Lightcast 2026.3

East Bay Subregion includes: Alameda, Contra Costa Counties

Job Postings in the Bay Region and East Bay Subregion

Table 3. Number of Job Postings by Occupation for the latest 12 months

Occupation	Bay Region	East Bay
Paralegals and Legal Assistants	3,124	722
Court, Municipal, and License Clerks	360	92

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

Table 4a. Top Job Titles in Job Postings for Pre-Law Studies Occupations in the Bay Region

Title	Bay	Title	Bay
Paralegals	512	Legal Practice Assistants	39
Litigation Paralegals	455	Labor and Employment Paralegals	31
Legal Assistants	401	Litigation Project Assistants	30
Corporate Paralegals	145	Trademark Paralegals	30
Legal Administrative Assistants	144	Agent Partners	30
Litigation Legal Assistants	100	Patent Paralegals	29
Paralegals/Legal Assistants	78	Legal Process Clerks	28
Immigration Paralegals	54	Courtroom Clerks	28
Patent Agents	54	Litigation Support Specialists	25

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

Table 4b. Top Job Titles in Job Postings for Pre-Law Studies Occupations in the East Bay Subregion

Title	Subregion	Title	Subregion
Paralegals	158	Litigation Project Assistants	11
Litigation Paralegals	120	Agent Partners	11
Legal Assistants	91	Courtroom Clerks	10
Legal Administrative Assistants	27	Litigation Support Specialists	9
Corporate Paralegals	24	Immigration Paralegals	8
Litigation Legal Assistants	23	Clerks	8
Legal Practice Assistants	14	Patent Agents	8
Labor and Employment Paralegals	13	Ortho Technicians	7
Paralegals/Legal Assistants	13	Notaries Public	7

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

Industry Concentration

Table 5. Industries Hiring for Pre-Law Studies 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)
Offices of Lawyers	8,295	8,135	-2%	57%
Local Government, Excluding Education and Hospitals	3,416	3,612	6%	24%
State Government, Excluding Education and Hospitals	668	707	6%	5%
All Other Legal Services	310	338	9%	2%

Corporate, Subsidiary, and Regional Managing Offices	228	268	17%	2%
Federal Government, Civilian, Excluding Postal Service	227	212	-7%	2%
Title Abstract and Settlement Offices	134	109	-19%	1%
Federal Government, Military	52	55	6%	0%
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	49	59	20%	0%
Custom Computer Programming Services	47	51	7%	0%

Source: Lightcast 2026.3

Table 6. Top Employers Posting Pre-Law Studies Occupations in the Bay Region and the East Bay Subregion

Employer	Bay	Employer	East Bay
Robert Half	591	Robert Half	120
Adams & Martin Group	83	Ballard Spahr LLP	26
Considine Search	61	GPAC	22
GPAC	60	Considine Search	20
Ballard Spahr LLP	60	Adams & Martin Group	13
Beacon Hill Staffing Group	40	Run8 Patent Group	11

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

Educational Supply

There are nine community colleges in the Bay Region issuing 34 awards on average annually (last 3 years ending 2024-25) on TOP 1401.00 - Law, General. In the East Bay subregion, there are two community colleges that issued 3 awards on average annually (last 3 years) on this TOP code.

Table 7a. Community College Awards on TOP 1401.00 - Law, General in the Bay Region

College	Subregion	Associate Degree	Low unit Certificate	Total
Canada	Mid-Peninsula	1	0	1
Contra Costa	East Bay	0	1	1
Deanza	Silicon Valley	6	0	6
Hartnell	SC-Monterey	12	0	12
Los Medanos	East Bay	2	0	2
Monterey	SC-Monterey	1	0	1
San Jose City	Silicon Valley	3	0	3
San Mateo	Mid-Peninsula	3	0	3
West Valley	Silicon Valley	5	0	5
Total		33	1	34

Source: CCCCCO DataMart

Note: The annual average for awards is 2022-23 to 2024-25.

Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay Region with 1,536 annual openings for the Pre-Law Studies occupational cluster and 34 annual (3-year average) awards for an annual undersupply of 1,502 students. In the East Bay subregion, there is also a gap with 377 annual openings and 3 annual (3-year average) awards for an annual undersupply of 374 students.

Student Outcomes

Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 1401.00 - Law, General

Metric Outcomes	Bay All CTE Program	State 1401.00	Bay 1401.00	East Bay 1401.00
Students with a Job Closely Related to Their Field of Study	75%	69%	NA	NA
Median Annual Earnings for SWP Exiting Students	\$59,448	\$42,051	\$55,796	NA
Median Change in Earnings for SWP Exiting Students	30%	30%	17%	NA
Exiting Students Who Attained the Living Wage	50%	38%	50%	NA

Source: DataVista Program Median of 2021 to 2023.

Skills, Certifications and Education

Table 9. Top Skills in Job Postings for Pre-Law Studies Occupations in the Bay Region

Skill	Posting	Skill	Posting
Lawsuits	1,550	Workflow Management	537
Legal Discovery	1,151	Administrative Support	460
Legal Pleadings	1,007	Billing	405
Legal Depositions	727	Litigation Support	378
Legal Research	678	Civil Law	343
Trial Preparation	674	Patents	342
Proofreading	663	Document Management Systems	333
Case Management	629	Docketing (Court)	313
Legal Hearings	561	Legal Support	313
Calendar Management	547	Due Diligence	295

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

Table 10. Certifications in Job Postings for Pre-Law Studies Occupations in the Bay Region

Certification	Posting	Certification	Posting
Typing Certification	8	Project Management Professional Certification	4
Certified Municipal Clerk (CMC)	7	Professional Paralegal	3

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

Table 11. Education Requirements for Pre-Law Studies in the Bay Region

Education Level	Job Postings	% of Total
High school or GED	399	17%
Associate degree	262	11%
Bachelor's degree & higher	1,632	71%

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

Note: 50% 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 \$33 per hour for the East Bay subregion. Under the California Self-Sufficiency Standard, the living wage is \$27 per hour for the Bay Region and \$25 per hour for the East Bay 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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