Program Market Demand

4 Programs

Emsi Q3 2018 Data Set

September 2018

College of San Mateo

3401 CSM Drive
San Mateo, California 94402
650.358.6880

Parameters

Programs

Code	Description
10.0303	Prepress/Desktop Publishing and Digital Imaging Design
10.0304	Animation, Interactive Technology, Video Graphics and Special Effects
11.0801	Web Page, Digital/Multimedia and Information Resources Design
11.0803	Computer Graphics

Regions

Code	Description
6001	Alameda County, CA
6013	Contra Costa County, CA
6075	San Francisco County, CA
6081	San Mateo County, CA
6085	Santa Clara County, CA

Education Levels

Any

Completions Year

2015

Jobs Timeframe

2017 - 2024

## Job Postings Timeframe

Sep 2016 - Aug 2018

Program Overview

	Completions (2015)	% Completions	Institutions (2015)	% Institutions
● All Programs	973	100%	20	100%
● Distance Offered Programs	551	57%	2	10%
● Non-Distance Offered Programs	422	43%	19	95%

973
Completions

.ılı Emsi

Institution	Completions (2015)	Growth % YOY (2015)	Market Share (2015)
Academy of Art University	527	-7.7%	54.2%
Berkeley City College	82	-14.6%	8.4%
City College of San Francisco	59	-28.0%	6.1%
SAE Expression College	54	-3.6%	5.5%
Cogswell College	39	116.7%	4.0%
College of San Mateo	36	89.5%	3.7%
Argosy University-The Art Institute of California-San Francisco	32	-51.5%	3.3%
Ohlone College	23	-32.4%	2.4%
Canada College	22	4.8%	2.3%
California College of the Arts	16	-30.4%	1.6%
Diablo Valley College	15	-16.7%	1.5%
Argosy University-The Art Institute of California-Silicon Valley	12	-47.8%	1.2%
Gavilan College	10	25.0%	1.0%
Santa Clara University	10	-16.7%	1.0%
Mission College	9	-18.2%	0.9%
West Valley College	9	-30.8%	0.9%
Las Positas College	6	100.0%	0.6%
San Jose City College	6	100.0%	0.6%
De Anza College	3	-25.0%	0.3%
Skyline College	3	-57.1%	0.3%

Regional Trends
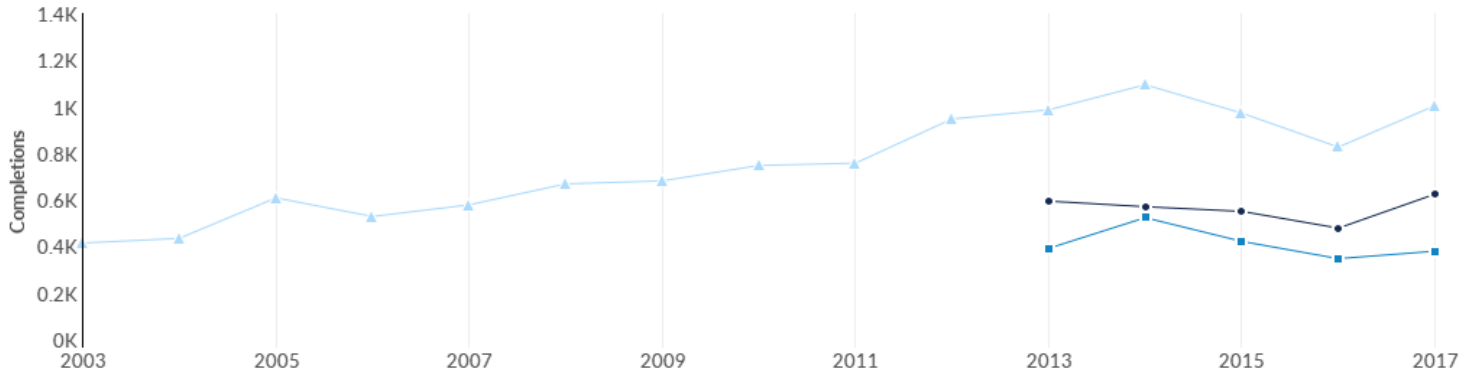
|		2013 Completions	2015 Completions	% Change
●	Distance Offered Programs	595	551	-7.4%
■	Non-Distance Offered Programs	392	422	+7.7%
▲	All Programs	987	973	-1.4%

Job Postings vs. Hires

9,634	1,715
Avg. Monthly Postings (Sep 2016 - Aug 2018)	Avg. Monthly Hires (Sep 2016 - Aug 2018)

In an average month, there were **9,634** unique job postings for *8 Occupations*, and **1,715** actually hired. This means there was approximately 1 hire for every 6 unique job postings for *8 Occupations*.
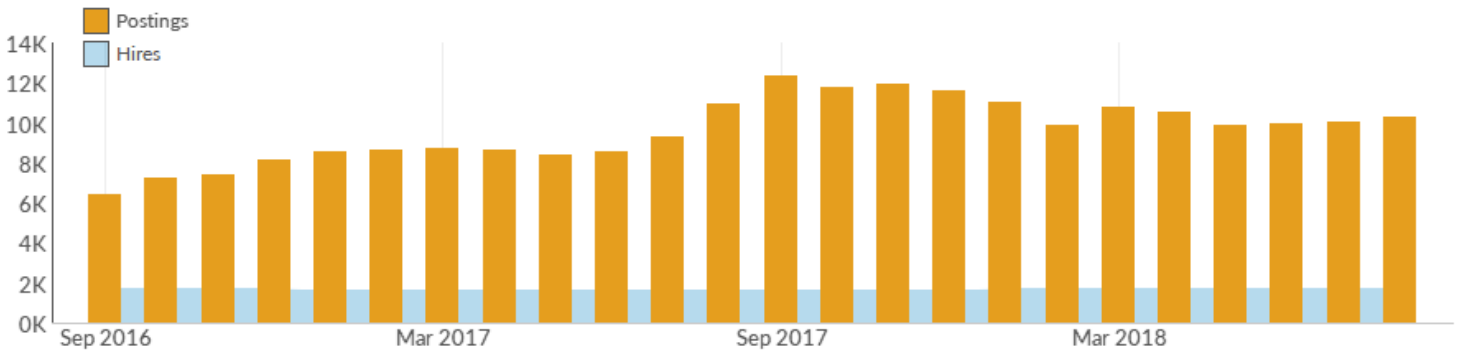
Occupation	Avg Monthly Postings (Sep 2016 - Aug 2018)	Avg Monthly Hires (Sep 2016 - Aug 2018)
Web Developers	4,749	304
Information Security Analysts	2,007	130
Graphic Designers	1,556	340
Computer Programmers	861	470
Computer Network Architects	267	291
Multimedia Artists and Animators	183	147
Prepress Technicians and Workers	6	16
Desktop Publishers	4	16

Job Postings Summary

82,880	4 : 1	30 days
Unique Postings	**Posting Intensity**	**Median Posting Duration**
315,163 Total Postings	Regional Average: 4 : 1	Regional Average: 33 days

There were **315,163** total job postings for your selection from September 2016 to August 2018, of which **82,880** were unique. These numbers give us a Posting Intensity of **4-to-1**, meaning that for every 4 postings there is 1 unique job posting.

This is close to the Posting Intensity for all other occupations and companies in the region (4-to-1), indicating that they are putting average effort toward hiring for this position.

Target Occupations

49,421	+15.8%	$43.17/hr	5,013
Jobs (2017)	**% Change (2017-2024)**	**Median Hourly Earnings**	**Annual Openings**
94% above National average	Nation: +6.5%	Nation: $31.75/hr	

| Occupation	2017 Jobs	Annual Openings	Median Hourly Earnings	Growth (2017 - 2024)	Location Quotient (2017)
Computer Programmers	13,181	1,052	$49.36/hr	+9.10%	2.11
Graphic Designers	10,582	1,138	$25.01/hr	+7.51%	1.54
Web Developers	9,352	1,090	$40.91/hr	+26.82%	2.46
Computer Network Architects	7,980	747	$66.33/hr	+17.24%	2.12
Multimedia Artists and Animators	4,074	410	$38.22/hr	+12.15%	3.64
Information Security Analysts	3,314	468	$56.41/hr	+43.00%	1.30
Prepress Technicians and Workers	476	55	$22.29/hr	-4.41%	0.65
Desktop Publishers	463	53	$25.38/hr	+1.73%	1.41

Growth

49,421	57,207	7,786	15.8%
2017 Jobs	2024 Jobs	Change (2017-2024)	% Change (2017-2024)
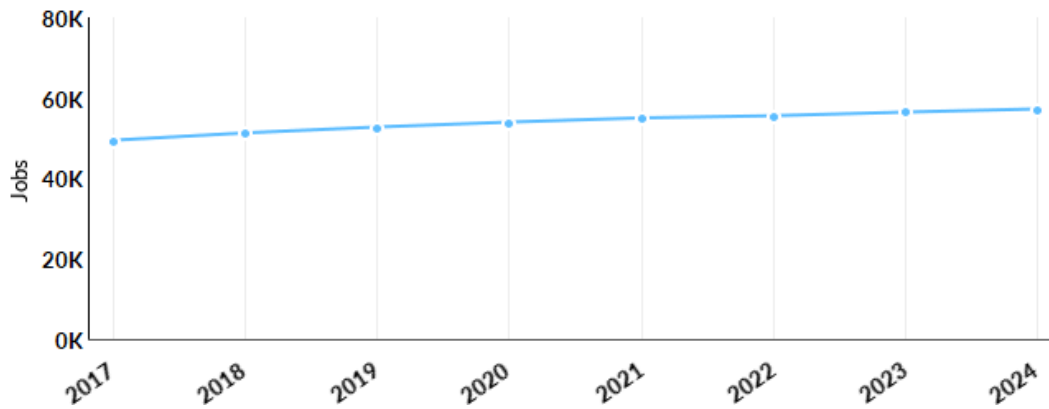
| Occupation	2017 Jobs	2024 Jobs	Change	% Change
Information Security Analysts (15-1122)	3,314	4,739	1,425	43%
Computer Programmers (15-1131)	13,181	14,380	1,199	9%
Web Developers (15-1134)	9,352	11,860	2,508	27%
Computer Network Architects (15-1143)	7,980	9,356	1,376	17%
Multimedia Artists and Animators (27-1014)	4,074	4,569	495	12%
Graphic Designers (27-1024)	10,582	11,377	795	8%
Desktop Publishers (43-9031)	463	471	8	2%
Prepress Technicians and Workers (51-5111)	476	455	-21	-4%

Percentile Earnings

$27.79/hr	$43.17/hr	$60.61/hr
25th Percentile Earnings	Median Earnings	75th Percentile Earnings
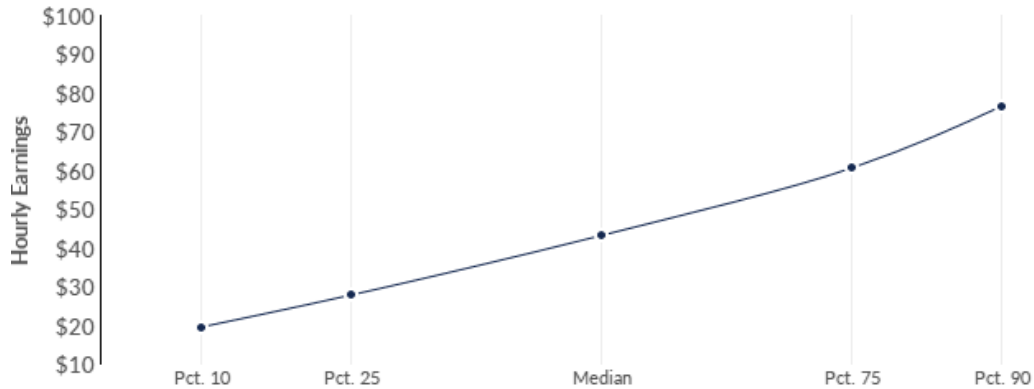
Occupation	25th Percentile Earnings	Median Earnings	75th Percentile Earnings
Information Security Analysts (15-1122)	$43.12	$56.41	$69.23
Computer Programmers (15-1131)	$35.97	$49.36	$60.98
Web Developers (15-1134)	$25.43	$40.91	$58.55
Computer Network Architects (15-1143)	$50.93	$66.33	$82.05
Multimedia Artists and Animators (27-1014)	$25.31	$38.22	$49.51
Graphic Designers (27-1024)	$18.81	$25.01	$35.84
Desktop Publishers (43-9031)	$18.33	$25.38	$30.98
Prepress Technicians and Workers (51-5111)	$17.93	$22.29	$27.25

Top Companies Posting

Company	Total/Unique (Sep 2016 - Aug 2018)	Posting Intensity	Median Posting Duration
Freelancers	4,240 / 2,338	2 : 1	17 days
Cybercoders, Inc.	16,385 / 1,925	9 : 1	39 days
Oracle Corporation	4,053 / 1,674	2 : 1	49 days
Apple Inc.	3,916 / 953	4 : 1	54 days
Robert Half International Inc.	7,378 / 906	8 : 1	23 days
Aquent LLC	2,138 / 737	3 : 1	31 days
Creative Circle LLC	6,816 / 705	10 : 1	32 days
Deloitte LLP	2,805 / 671	4 : 1	51 days
ACCENTURE, INC.	1,955 / 571	3 : 1	48 days
International Business Machines Corporation	2,730 / 529	5 : 1	42 days
Workbridge Associates	687 / 511	1 : 1	305 days
Central Business Solutions LLC	581 / 475	1 : 1	48 days
Facebook, Inc.	1,092 / 432	3 : 1	39 days
Infoobjects Inc.	979 / 408	2 : 1	7 days
Virtual Vacations	408 / 384	1 : 1	12 days
Google Inc.	1,032 / 365	3 : 1	54 days
Kforce Inc.	1,909 / 326	6 : 1	59 days
Cisco Systems, Inc.	1,588 / 324	5 : 1	39 days
Salesforce.com, Inc.	2,360 / 317	7 : 1	45 days
Pharmalynx LLC	5,639 / 304	19 : 1	12 days
Wells Fargo & Company	2,446 / 304	8 : 1	22 days
Collabera Inc.	1,391 / 302	5 : 1	31 days
Uber Technologies, Inc.	766 / 285	3 : 1	47 days
Reqroute Inc	1,072 / 281	4 : 1	42 days

Teksystems, Inc.	2,384 / 269	9 : 1		21 days
Anthem, Inc.	667 / 265	3 : 1		28 days
Flexton Inc.	555 / 263	2 : 1		15 days
SAP SE	2,494 / 240	10 : 1		40 days
Jobspring Partners	338 / 231	1 : 1		186 days
RANDSTAD HOLDING nv	2,107 / 224	9 : 1		34 days
University of California	1,131 / 223	5 : 1		49 days
Xoriant Corporation	583 / 220	3 : 1		23 days
Synergisticit	371 / 217	2 : 1		30 days
Apex Systems, Inc.	2,692 / 207	13 : 1		46 days
Gap Inc.	1,414 / 205	7 : 1		50 days
Kanand Corporation	369 / 185	2 : 1		7 days
Amazon.com, Inc.	768 / 184	4 : 1		51 days
The Creative Group	756 / 176	4 : 1		22 days
Vmware, Inc.	649 / 172	4 : 1		49 days
Akraya Inc.	2,073 / 170	12 : 1		36 days
Experis Us, Inc.	697 / 169	4 : 1		24 days
Adobe Systems Incorporated	363 / 156	2 : 1		37 days
Enterprise Solutions, Inc.	418 / 154	3 : 1		32 days
Intel Corporation	720 / 146	5 : 1		45 days
Palo Alto Networks Inc.	469 / 142	3 : 1		55 days
Williams-Sonoma, Inc.	1,277 / 140	9 : 1		56 days
NIGEL FRANK INTERNATIONAL LIMITED	490 / 139	4 : 1		57 days
Tekishub Consulting Services LLC	235 / 138	2 : 1		5 days
Hired	426 / 136	3 : 1		17 days
Alpha Net Consulting LLC	339 / 133	3 : 1		12 days

Top Posted Job Titles

Job Title	Total/Unique (Sep 2016 - Aug 2018)	Posting Intensity		Median Posting Duration
Java Developer	39,037 / 9,709	4 : 1		20 days
Front-End Developer	17,920 / 4,476	4 : 1		30 days
Web Developer	16,798 / 4,298	4 : 1		32 days
Graphic Designer	13,044 / 3,666	4 : 1		32 days
Security Engineer	19,654 / 3,654	5 : 1		42 days
Sales Representative	4,319 / 2,676	2 : 1		15 days
Information Security Analyst	10,953 / 2,660	4 : 1		36 days
Visual Designer	8,003 / 1,985	4 : 1		45 days
Designer	4,104 / 1,461	3 : 1		33 days
PHP Developer	7,063 / 1,428	5 : 1		22 days
.Net Developer	4,966 / 1,385	4 : 1		21 days
Software Engineer	3,998 / 1,065	4 : 1		33 days
User Experience Designer	4,005 / 1,015	4 : 1		39 days
JavaScript Developer	3,871 / 996	4 : 1		30 days
Programmer	3,212 / 896	4 : 1		30 days
User Interface Developer	3,274 / 877	4 : 1		31 days
Ruby on Rails Developer	3,922 / 850	5 : 1		33 days
Artist	2,024 / 745	3 : 1		43 days
Production Designer	2,396 / 709	3 : 1		39 days
Web Designer (Computer and Mathematical)	2,104 / 705	3 : 1		31 days
Content Developer	2,301 / 633	4 : 1		34 days
Mobile Software Engineer	1,305 / 533	2 : 1		27 days
Oracle Developer	1,661 / 527	3 : 1		14 days
Information Security Architect	1,833 / 492	4 : 1		41 days
HTML Developer	1,332 / 483	3 : 1		25 days

Security Consultant	1,664 / 476	3 : 1		36 days
Salesforce Developer	2,123 / 455	5 : 1		25 days
Cloud Engineer Architect	1,779 / 452	4 : 1		43 days
Information Security Engineer	2,202 / 450	5 : 1		36 days
Cyber Security Engineer	2,546 / 438	6 : 1		37 days
Network Architect	1,928 / 436	4 : 1		33 days
Information Security Specialist	1,579 / 424	4 : 1		31 days
Production Artist	1,682 / 420	4 : 1		33 days
SQL Developer	1,319 / 418	3 : 1		15 days
C/C++ Developer	1,662 / 384	4 : 1		29 days
Technical Lead	1,719 / 376	5 : 1		29 days
Design Engineer (Architecture and Engineering)	981 / 366	3 : 1		33 days
Web Manager	2,013 / 351	6 : 1		37 days
Python Developer	1,193 / 330	4 : 1		19 days
Project Manager (Computer and Mathematical)	1,130 / 327	3 : 1		27 days
SAN Engineer	1,093 / 320	3 : 1		18 days
User Interface (UI) Designer	968 / 307	3 : 1		36 days
Digital Designer	930 / 295	3 : 1		34 days
Junior Software Engineer	610 / 291	2 : 1		33 days
Web Specialist	1,188 / 289	4 : 1		31 days
Cyber Security Analyst	1,861 / 287	6 : 1		48 days
SharePoint Developer	970 / 285	3 : 1		20 days
Web Designer (Arts, Design, Entertainment, Sports, and Media)	1,015 / 285	4 : 1		30 days
Research Analyst (Life, Physical, and Social Science)	838 / 274	3 : 1		23 days
Network Engineer	1,125 / 264	4 : 1		36 days

The following provides insight into the supply and demand of relevant skills by comparing the frequency of skills present in job postings against skills present in today's workforce. Along with Emsi's job posting analytics, this comparison leverages Emsi's dataset of more than 100M online resumés and profiles. All resumés and profiles used in these comparisons have been updated within the last three years.

The skills associated with workforce profiles represent workers of all education and experience levels.

Top Hard Skills
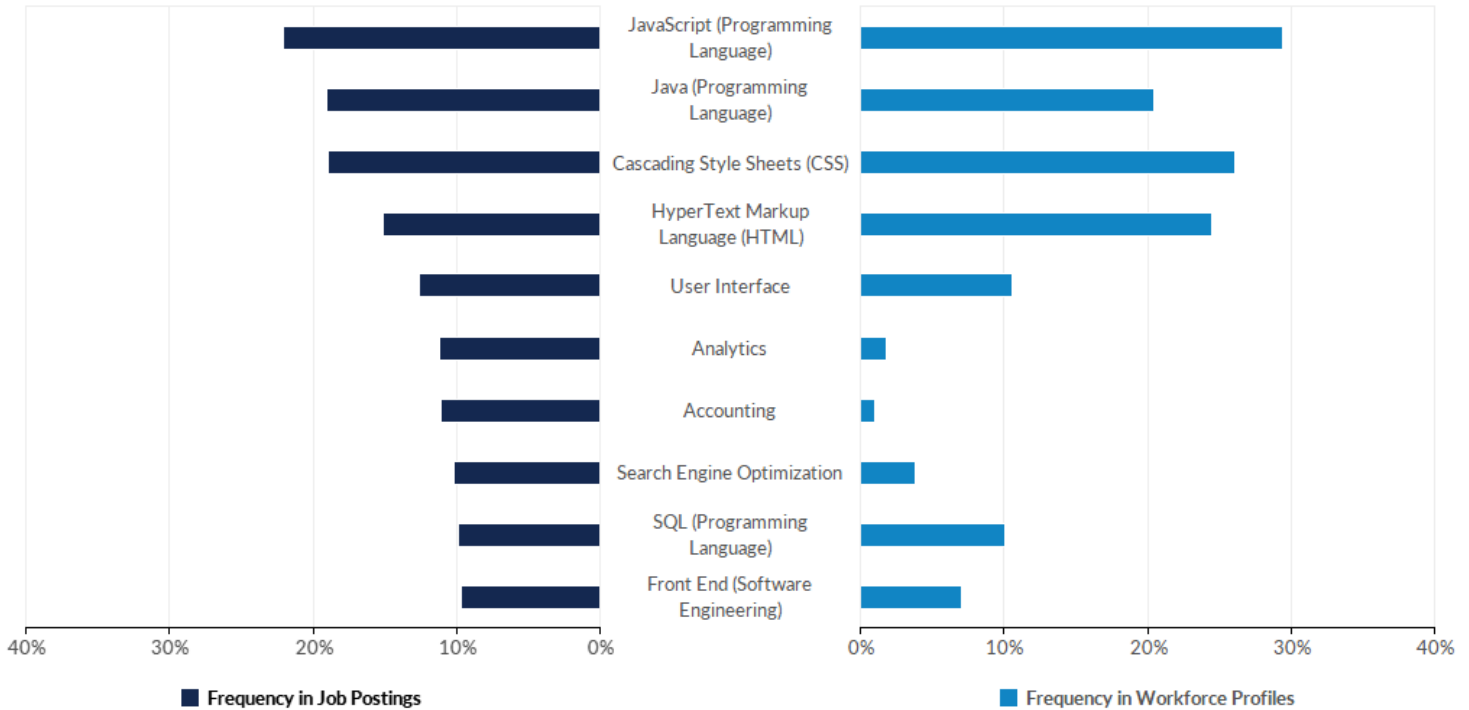
Top Hard Skills

Skill	Frequency in Postings	Postings with Skill / Total Postings (Sep 2016 - Aug 2018)	Frequency in Profiles	Profiles with Skill / Total Profiles (2016 - 2018)
JavaScript (Programming Language)	22%	18,279 / 82,880	29%	13,591 / 46,260
Java (Programming Language)	19%	15,749 / 82,880	20%	9,457 / 46,260
Cascading Style Sheets (CSS)	19%	15,700 / 82,880	26%	12,081 / 46,260
HyperText Markup Language (HTML)	15%	12,487 / 82,880	24%	11,325 / 46,260
User Interface	13%	10,432 / 82,880	11%	4,906 / 46,260
Analytics	11%	9,283 / 82,880	2%	851 / 46,260
Accounting	11%	9,146 / 82,880	1%	473 / 46,260

Search Engine Optimization	10%	8,432 / 82,880	4%	1,765 / 46,260
SQL (Programming Language)	10%	8,187 / 82,880	10%	4,670 / 46,260
Front End (Software Engineering)	10%	8,042 / 82,880	7%	3,278 / 46,260
Language Translation	9%	7,703 / 82,880	1%	446 / 46,260
Graphic Design	8%	6,764 / 82,880	24%	11,015 / 46,260
HTML5	8%	6,739 / 82,880	9%	4,264 / 46,260
Adobe Photoshop	8%	6,605 / 82,880	26%	12,111 / 46,260
JQuery	8%	6,605 / 82,880	10%	4,612 / 46,260
Java Platform Enterprise Edition (J2EE)	7%	6,073 / 82,880	2%	876 / 46,260
Web Development	7%	6,001 / 82,880	14%	6,643 / 46,260
Adobe Illustrator	7%	5,797 / 82,880	22%	10,319 / 46,260
Agile Software Development	7%	5,653 / 82,880	6%	2,572 / 46,260
Spring Framework	5%	4,492 / 82,880	2%	1,065 / 46,260
Web Services	5%	4,483 / 82,880	4%	1,784 / 46,260
PHP (Scripting Language)	5%	4,479 / 82,880	13%	6,224 / 46,260
Software Development	5%	4,213 / 82,880	6%	2,867 / 46,260
Amazon Web Services	5%	4,150 / 82,880	2%	869 / 46,260
Ruby On Rails	5%	4,031 / 82,880	11%	5,312 / 46,260
Vulnerability	5%	3,987 / 82,880	1%	442 / 46,260
Python (Programming Language)	5%	3,980 / 82,880	14%	6,657 / 46,260
Extensible Markup Language (XML)	5%	3,949 / 82,880	7%	3,102 / 46,260
Prototyping	4%	3,697 / 82,880	3%	1,227 / 46,260
Software Engineering	4%	3,575 / 82,880	6%	2,659 / 46,260
Ajax (Programming Language)	4%	3,499 / 82,880	5%	2,409 / 46,260
C (Programming Language)	4%	3,493 / 82,880	13%	5,798 / 46,260
QuarkXPress Design Software	4%	3,466 / 82,880	4%	1,665 / 46,260

Operating Systems	4%	3,436 / 82,880	4%	1,659 / 46,260
Linux	4%	3,427 / 82,880	6%	2,890 / 46,260
Adobe Creative Suite	4%	3,341 / 82,880	17%	7,989 / 46,260
Node.Js	4%	3,339 / 82,880	4%	1,761 / 46,260
Hibernate (Java)	4%	3,331 / 82,880	2%	797 / 46,260
Web Design	4%	3,301 / 82,880	17%	7,973 / 46,260
C++ (Programming Language)	4%	3,298 / 82,880	14%	6,267 / 46,260
User Experience	4%	3,285 / 82,880	9%	4,108 / 46,260
Adobe InDesign	4%	3,265 / 82,880	16%	7,475 / 46,260
.NET Framework	4%	3,248 / 82,880	2%	747 / 46,260
C Sharp (Programming Language)	4%	3,229 / 82,880	6%	2,925 / 46,260
Web Applications	4%	3,204 / 82,880	6%	2,608 / 46,260
Authorization (Computing)	4%	3,034 / 82,880	1%	302 / 46,260
MySQL	4%	2,964 / 82,880	8%	3,904 / 46,260
Model View Controller	4%	2,937 / 82,880	3%	1,247 / 46,260
Information Systems	3%	2,838 / 82,880	1%	347 / 46,260
Scripting	3%	2,765 / 82,880	1%	377 / 46,260

Top Common Skills

Frequency in Job Postings   Frequency in Workforce Profiles
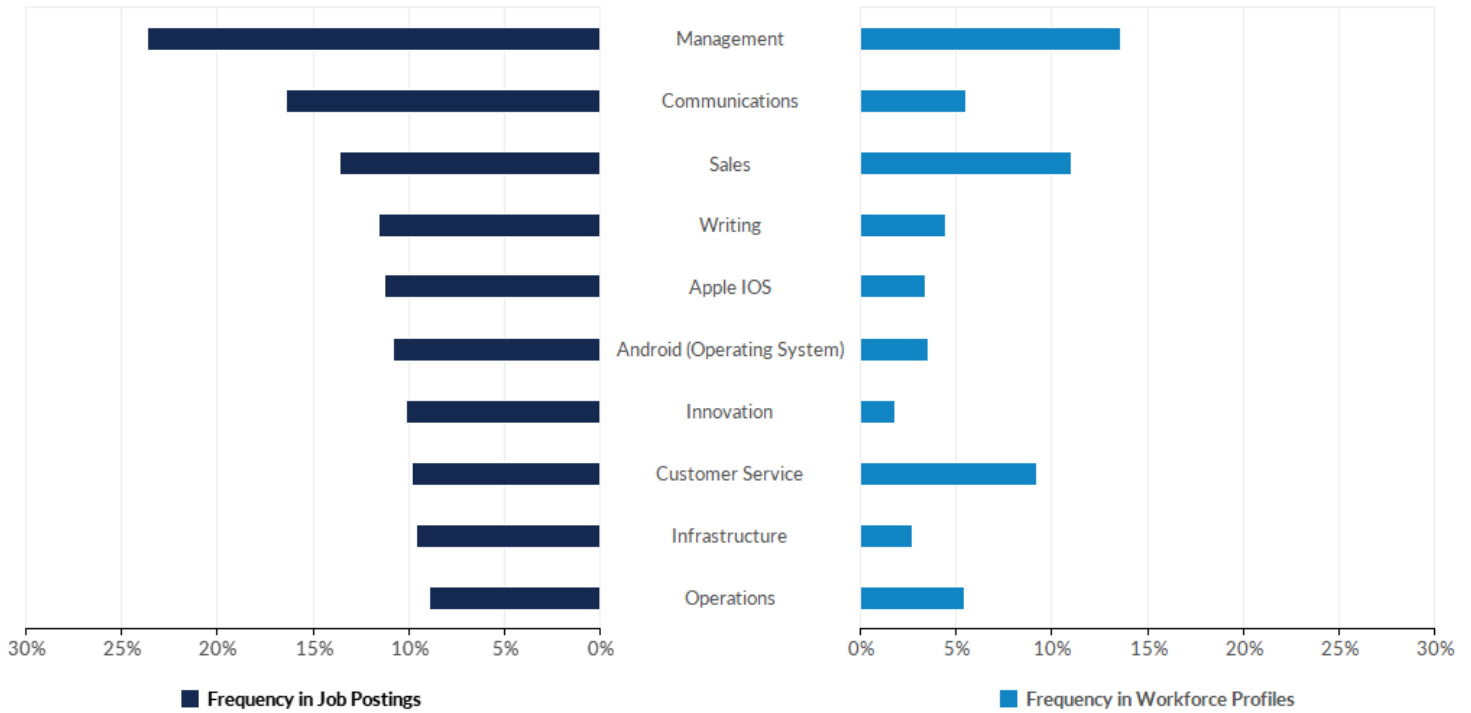
Top Common Skills

Skill	Frequency in Postings	Postings with Skill / Total Postings (Sep 2016 - Aug 2018)	Frequency in Profiles	Profiles with Skill / Total Profiles (2016 - 2018)
Management	24%	19,587 / 82,880	14%	6,283 / 46,260
Communications	16%	13,620 / 82,880	5%	2,538 / 46,260
Sales	14%	11,257 / 82,880	11%	5,121 / 46,260
Writing	12%	9,609 / 82,880	4%	2,065 / 46,260
Apple IOS	11%	9,305 / 82,880	3%	1,587 / 46,260
Android (Operating System)	11%	8,980 / 82,880	4%	1,644 / 46,260
Innovation	10%	8,393 / 82,880	2%	842 / 46,260
Customer Service	10%	8,142 / 82,880	9%	4,269 / 46,260
Infrastructure	10%	7,971 / 82,880	3%	1,265 / 46,260
Operations	9%	7,372 / 82,880	5%	2,507 / 46,260
Information Technology	9%	7,098 / 82,880	7%	3,254 / 46,260
Leadership	7%	6,024 / 82,880	9%	4,021 / 46,260

Research	7%	6,010 / 82,880	12%	5,425 / 46,260
Problem Solving	7%	6,002 / 82,880	2%	818 / 46,260
Integration	7%	5,924 / 82,880	4%	1,913 / 46,260
Presentations	6%	5,160 / 82,880	7%	3,091 / 46,260
Computer Sciences	5%	4,115 / 82,880	1%	666 / 46,260
Application Development	5%	3,761 / 82,880	1%	651 / 46,260
Microsoft Windows	4%	3,001 / 82,880	6%	2,870 / 46,260
Written Communication	3%	2,755 / 82,880	0%	75 / 46,260
Verbal Communication Skills	3%	2,602 / 82,880	0%	20 / 46,260
Interpersonal Skills	3%	2,500 / 82,880	0%	142 / 46,260
Creativity	3%	2,482 / 82,880	0%	0 / 46,260
Mentorship	3%	2,314 / 82,880	1%	491 / 46,260
Troubleshooting (Problem Solving)	3%	2,297 / 82,880	4%	1,665 / 46,260
Project Management	3%	2,192 / 82,880	7%	3,383 / 46,260
Data Analysis	3%	2,089 / 82,880	4%	1,662 / 46,260
Governance	2%	1,831 / 82,880	1%	249 / 46,260
Editing	2%	1,828 / 82,880	6%	2,913 / 46,260
Financial Services	2%	1,724 / 82,880	1%	244 / 46,260
Time Management	2%	1,570 / 82,880	2%	803 / 46,260
Driving	2%	1,549 / 82,880	0%	199 / 46,260
Social Media	2%	1,526 / 82,880	11%	5,136 / 46,260
Investigation	2%	1,360 / 82,880	0%	210 / 46,260
Microsoft Excel	1%	1,216 / 82,880	9%	4,104 / 46,260
Coordinating	1%	1,205 / 82,880	1%	681 / 46,260
Microsoft PowerPoint	1%	1,014 / 82,880	8%	3,634 / 46,260
Microsoft Office	1%	1,013 / 82,880	13%	5,787 / 46,260

Decision Making	1%	993 / 82,880	0%	121 / 46,260
Prioritization	1%	970 / 82,880	0%	130 / 46,260
Critical Thinking	1%	957 / 82,880	0%	229 / 46,260
Microsoft Antivirus	1%	927 / 82,880	0%	120 / 46,260
Data/Record Logging	1%	842 / 82,880	1%	443 / 46,260
Apple IPhone	1%	819 / 82,880	2%	763 / 46,260
Proposal (Business)	1%	788 / 82,880	0%	179 / 46,260
Mathematics	1%	711 / 82,880	1%	487 / 46,260
Apple OS X	1%	704 / 82,880	2%	1,142 / 46,260
Telecommuting	1%	676 / 82,880	0%	12 / 46,260
Teaching	1%	652 / 82,880	5%	2,120 / 46,260
Program Management	1%	633 / 82,880	3%	1,319 / 46,260

Top Qualifications

Qualification	Postings with Qualification
Certified Information Systems Security Professional	3,565
Certified Information Security Manager	2,431
Global Information Assurance Certification	917
Certified Ethical Hacker	869
Cisco Certified Network Professional	499
Certified In Risk And Information Systems Control	485
GIAC Certified Incident Handler	481
Cisco Certified Network Associate	406
CompTIA Security+	375
Cisco Certified Internetwork Expert	361
GIAC Security Essentials Certification	335
GIAC Certified Intrusion Analyst	315
Offensive Security Certified Professional	288
Cisco Certified Security Professional	221
GIAC Certified Forensics Analyst	192
Certificate Of Cloud Security Knowledge	154
Qualified Security Assessor	118
Master Of Business Administration (MBA)	109
Systems Security Certified Practitioner	105
Certified Secure Software Lifecycle Professional	99
Microsoft Certified Systems Engineer	97
Forensic Examiner Certification	85
Certified In The Governance Of Enterprise IT	84
Reverse Engineering Malware Certification	84
Certified Internal Auditor	76
Information Systems Security Architecture Professional	74

Juniper Networks Certified Internet Expert	69
Cisco Certified Design Professional	67
Computer Hacking Forensic Investigator	54
Microsoft Certified Systems Administrator (MCSA)	47
Cisco Certified Voice Professional	46
Microsoft Certified Professional	45
Certification In Control Self-Assessment	43
Cisco Certified Internetwork Expert Security (CCIE Security)	43
Systems And Network Auditor Certification	43
Information Systems Security Engineering Professional	40
Cisco Certified Network Associate Security (CCNA Security)	32
CompTIA Network+	32
Certified Computer Examiner	31
Cisco Certified Network Professional Voice	30
EC Council Certified Security Analyst	30
VMware Certified Professional (VCP)	30
GIAC Security Leadership Certification	28
Cisco Certified Internetwork Expert (CCIE) Voice	27
Juniper Networks Certified Internet Associate	27
Internet And Computing Core Certification	26
Juniper Networks Certified Internet Specialist	25
Juniper Network Certified Internet Professional (JNCIP)	22
Physical Security Professional	21
Cisco Certified Design Expert (CCDE)	20

Appendix A - Data Sources and Calculations

Institution Data

The institution data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.

Emsi Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

Occupation Data

Emsi occupation employment data are based on final Emsi industry data and final Emsi staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level Emsi earnings by industry.

Location Quotient

Location quotient (LQ) is a way of quantifying how concentrated a particular industry, cluster, occupation, or demographic group is in a region as compared to the nation. It can reveal what makes a particular region unique in comparison to the national average.

State Data Sources

This report uses state data from the following agencies: California Labor Market Information Department