

The background image shows two women in white lab coats, likely healthcare workers, smiling and looking at a clipboard held by the woman on the right. They are in a clinical or professional setting.

# Social and Human Service Assistants in 2 California MSAs

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## What is Lightcast Data?

Lightcast data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Lightcast data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.



## Report Parameters

### 1 Occupation

21-1093 Social and Human Service Assistants

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### 2 MSAs

41860 San Francisco-Oakland-Berkeley, CA

41940 San Jose-Sunnyvale-Santa Clara, CA

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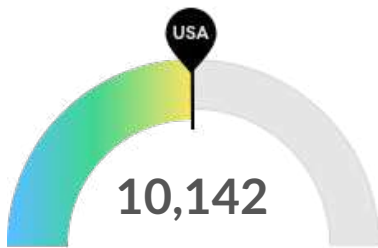
### Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

The information in this report pertains to the chosen occupation and geographical areas.

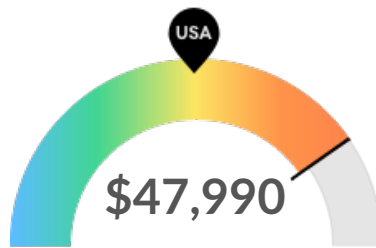
## Executive Summary

### Average Job Posting Demand Over an Average Supply of Regional Jobs



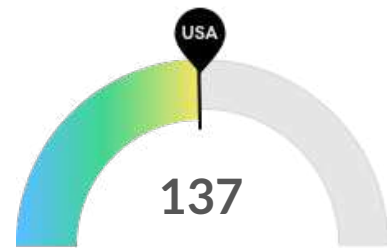
**Jobs (2022)**

Your area is about average for this kind of job. The national average for an area this size is 10,192\* employees, while there are 10,142 here.



**Compensation**

Earnings are high in your area. The national median salary for Social and Human Service Assistants is \$37,622, compared to \$47,990 here.



**Job Posting Demand**

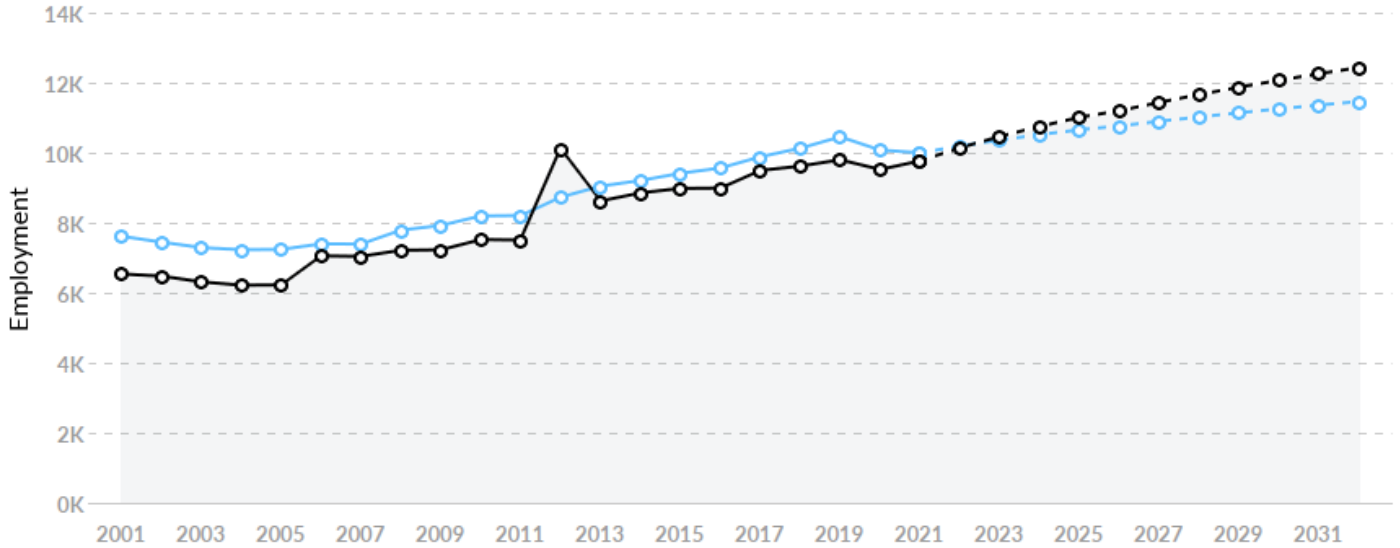
Job posting activity is about average in your area. The national average for an area this size is 139\* job postings/mo, while there are 137 here.

\*National average values are derived by taking the national value for Social and Human Service Assistants and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

# Jobs

## Regional Employment Is About Equal to the National Average

An average area of this size typically has 10,192\* jobs, while there are 10,142 here.



Region	2022 Jobs	2027 Jobs	Change	% Change
● 2 California MSAs	10,142	11,440	1,298	12.8%
● National Average	10,192	10,898	707	6.9%

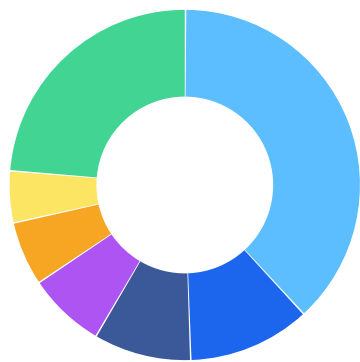
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## Regional Breakdown



MSA	2022 Jobs
San Francisco-Oakland-Berkeley, CA	8,129
San Jose-Sunnyvale-Santa Clara, CA	2,013

## Most Jobs are Found in the Individual and Family Services Industry Sector

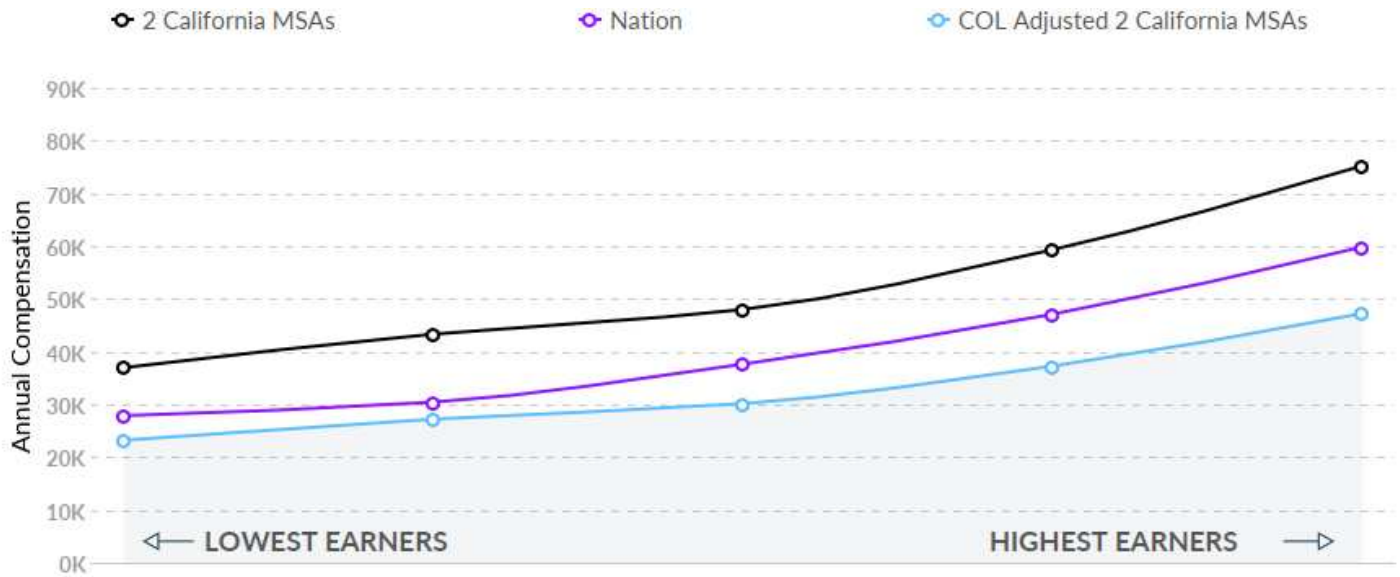


Industry	% of Occupation in Industry (2022)
Individual and Family Services	38.1%
Local Government, Excluding Education and Hospitals	11.3%
Community Food and Housing, and Emergency and Other Relief Services	9.0%
Social Advocacy Organizations	7.2%
Outpatient Care Centers	5.9%
State Government, Excluding Education and Hospitals	4.8%
Other	23.8%

# Compensation

## Regional Compensation Is 28% Higher Than National Compensation

For Social and Human Service Assistants, the 2021 median wage in your area is \$47,990, while the national median wage is \$37,622.





# Job Posting Activity



## 1,092 Unique Job Postings

The number of unique postings for this job from Jan 2022 to Aug 2022.



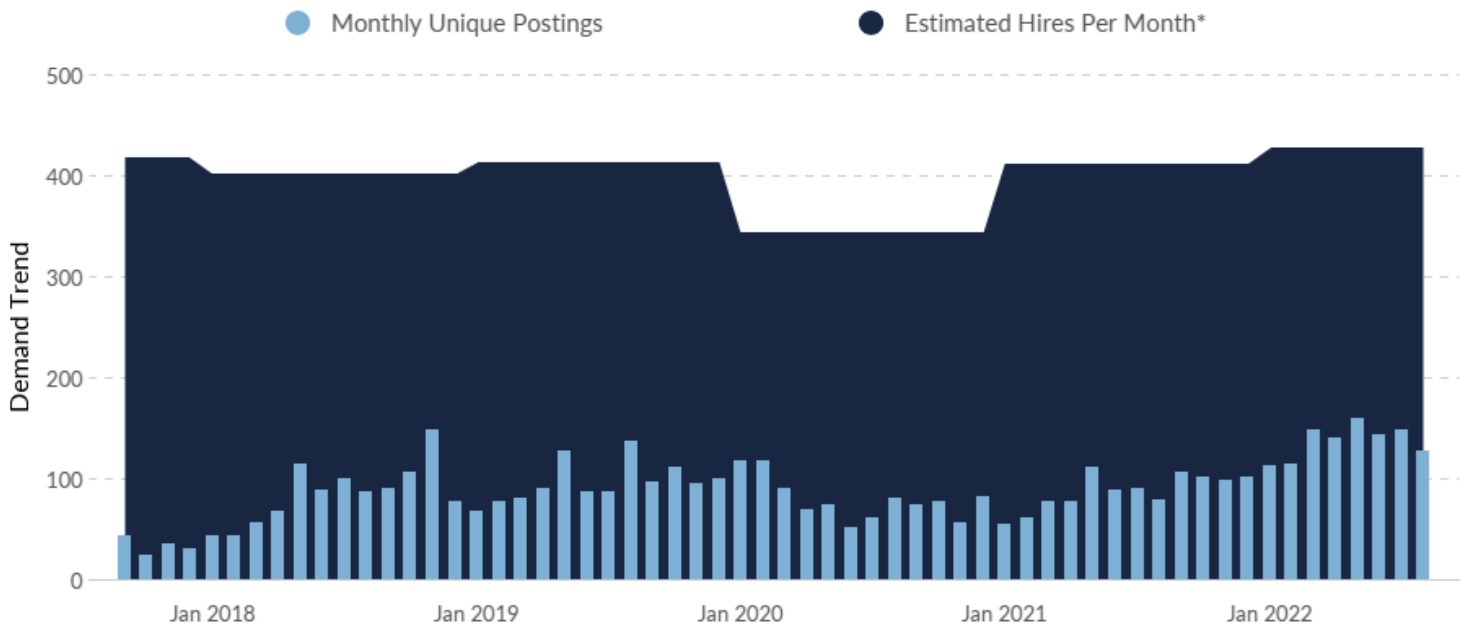
## 338 Employers Competing

All employers in the region who posted for this job from Jan 2022 to Aug 2022.













## 32 Day Median Duration


Posting duration is 3 days longer than what's typical in the region.



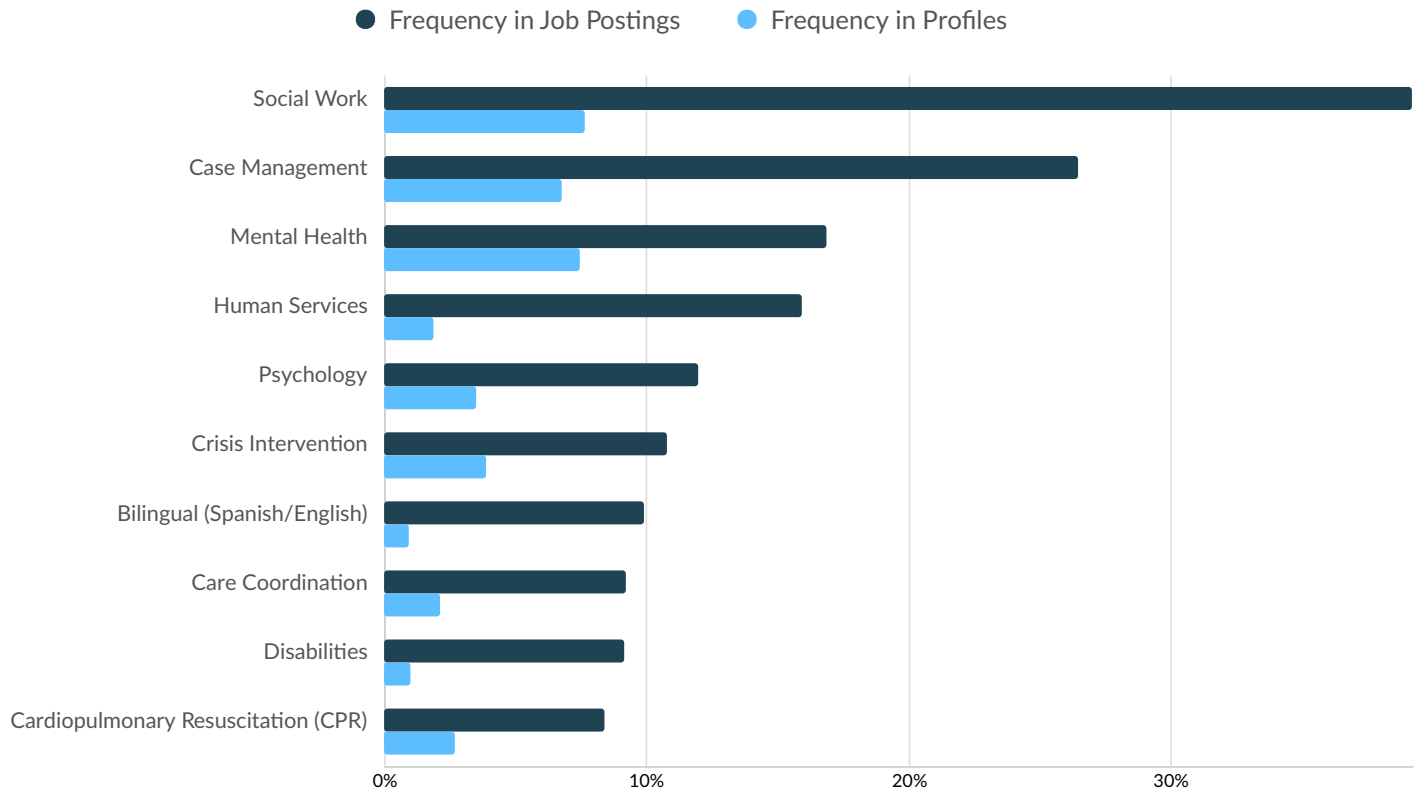
Occupation	Avg Monthly Postings (Jan 2022 - Aug 2022)	Avg Monthly Hires (Jan 2022 - Aug 2022)
Social and Human Service Assistants	137	428

\*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Lightcast hires are calculated using a combination of Lightcast jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Top Companies	Unique Postings
City & County of San Francisco	32 
Target	29 
International Rescue Committee	26 
Hope Services	21 
Anthem Blue Cross	17 
Alternative Family Services	15 
Ruby's Place	13 
Sutter Health	13 
East Bay Innovations	12 
Kellogg	12 

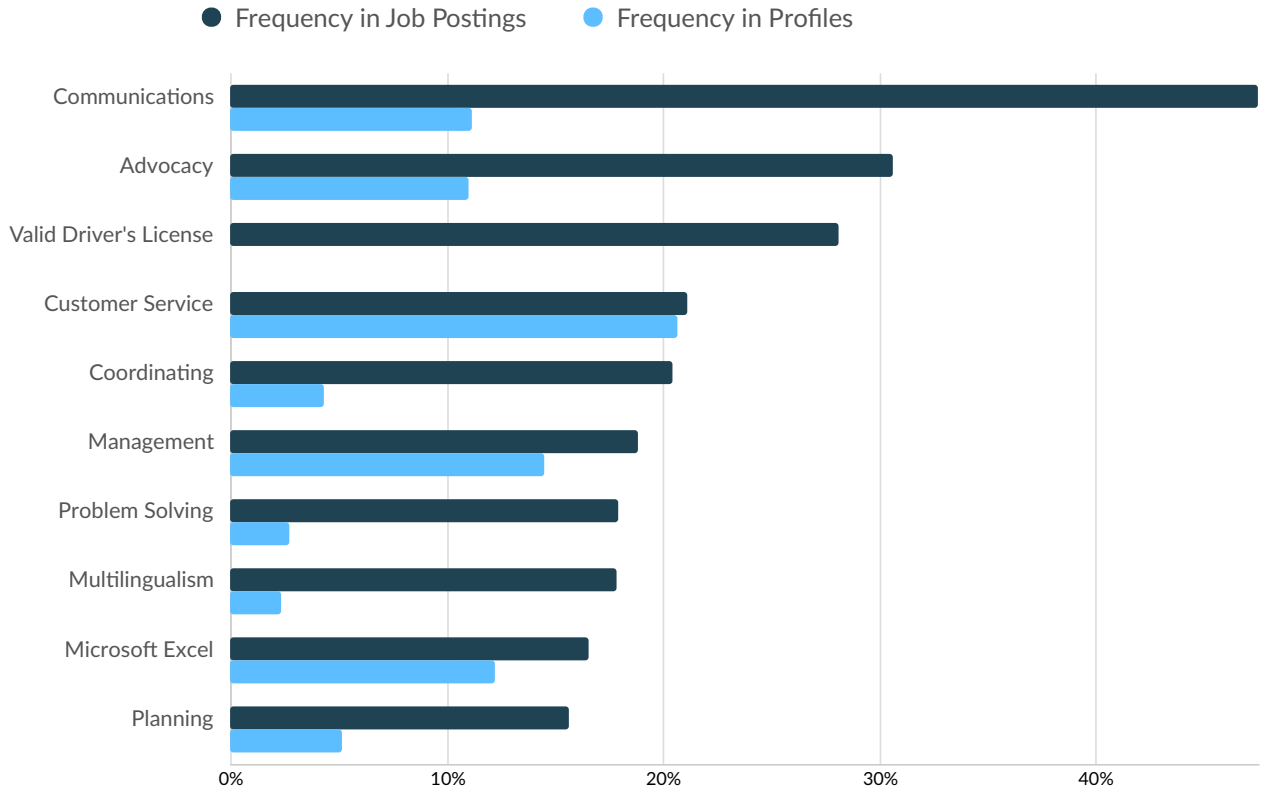
Top Job Titles	Unique Postings
Outreach Specialists	79 
Social Services Assistants	58 
Caseworkers	41 
Care Coordinators	38 
Advocates	36 
Community Coordinators	32 
Social Services Coordinators	32 
Guest Advocates	31 
Community Support Facilitators	30 
Case Management Assistants	24 

## Top Specialized Skills



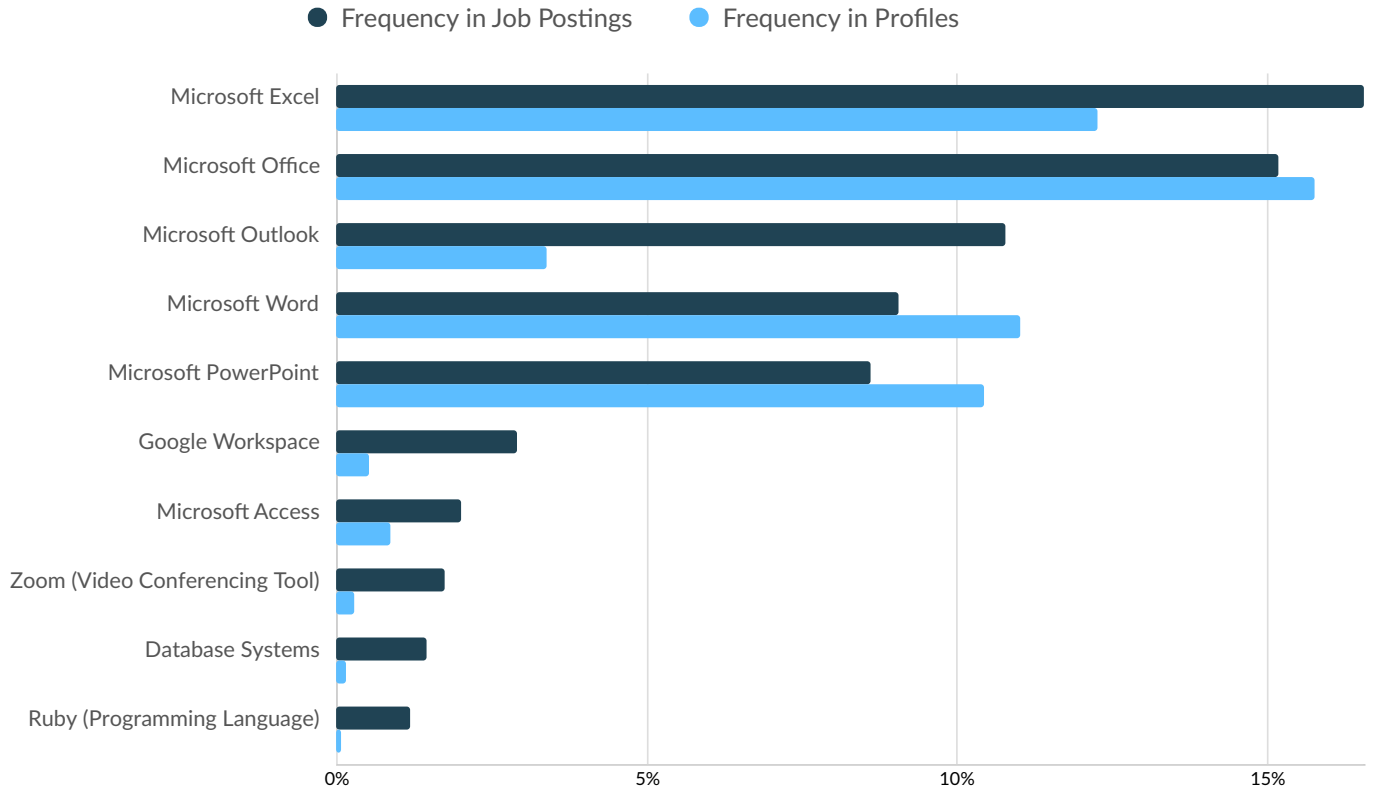
Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Social Work	428	39%	2,020	8%
Case Management	289	26%	1,787	7%
Mental Health	184	17%	1,984	7%
Human Services	174	16%	495	2%
Psychology	131	12%	926	3%
Crisis Intervention	118	11%	1,036	4%
Bilingual (Spanish/English)	108	10%	257	1%
Care Coordination	101	9%	562	2%
Disabilities	100	9%	259	1%
Cardiopulmonary Resuscitation (CPR)	92	8%	714	3%

## Top Common Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Communications	519	48%	2,959	11%
Advocacy	335	31%	2,912	11%
Valid Driver's License	307	28%	6	0%
Customer Service	231	21%	5,478	21%
Coordinating	223	20%	1,153	4%
Management	206	19%	3,849	15%
Problem Solving	196	18%	730	3%
Multilingualism	195	18%	631	2%
Microsoft Excel	181	17%	3,253	12%
Planning	171	16%	1,368	5%

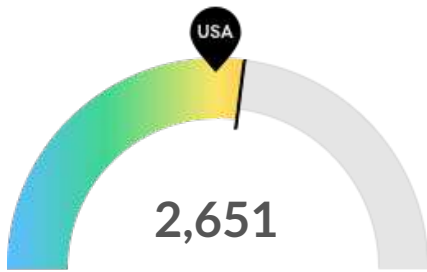
## Top Software Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Microsoft Excel	181	17%	3,253	12%
Microsoft Office	166	15%	4,178	16%
Microsoft Outlook	118	11%	896	3%
Microsoft Word	99	9%	2,925	11%
Microsoft PowerPoint	94	9%	2,770	10%
Google Workspace	32	3%	139	1%
Microsoft Access	22	2%	235	1%
Zoom (Video Conferencing Tool)	19	2%	75	0%
Database Systems	16	1%	42	0%
Ruby (Programming Language)	13	1%	24	0%

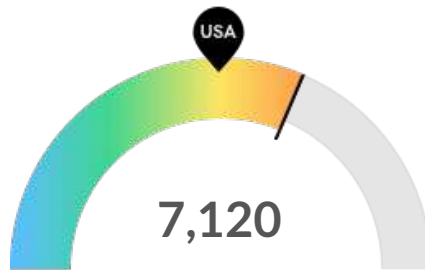
# Demographics

## Retirement Risk Is High, While Overall Diversity Is High



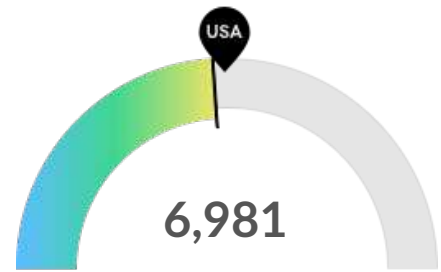
**Retiring Soon**

Retirement risk is high in your area. The national average for an area this size is 2,361\* employees 55 or older, while there are 2,651 here.



**Racial Diversity**

Racial diversity is high in your area. The national average for an area this size is 4,985\* racially diverse employees, while there are 7,120 here.

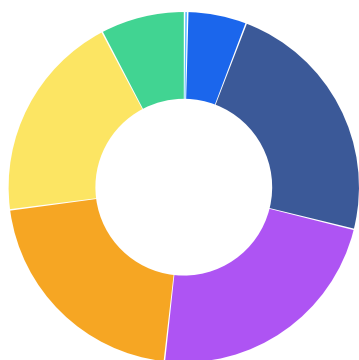


**Gender Diversity**

Gender diversity is about average in your area. The national average for an area this size is 7,429\* female employees, while there are 6,981 here.

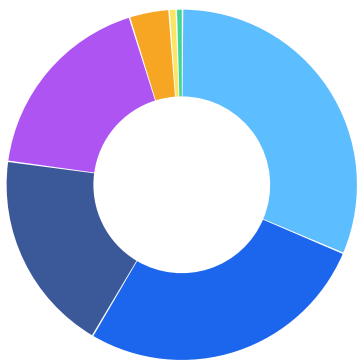
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## Occupation Age Breakdown



	% of Jobs	Jobs
14-18	0.3%	28
19-24	5.4%	531
25-34	23.1%	2,253
35-44	22.9%	2,237
45-54	21.2%	2,067
55-64	19.4%	1,891
65+	7.8%	759

## Occupation Race/Ethnicity Breakdown



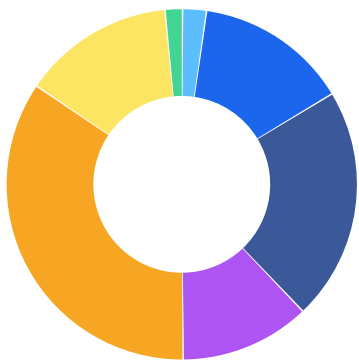
	% of Jobs	Jobs
Hispanic or Latino	31.3%	3,059
White	27.1%	2,647
Asian	18.7%	1,822
Black or African American	18.0%	1,761
Two or More Races	3.7%	358
Native Hawaiian or Other Pacific Islander	0.7%	64
American Indian or Alaska Native	0.6%	56

## Occupation Gender Breakdown



	% of Jobs	Jobs
Males	28.5%	2,786
Females	71.5%	6,981

## National Educational Attainment



	% of Jobs
● Less than high school diploma	2.2%
● High school diploma or equivalent	14.1%
● Some college, no degree	21.5%
● Associate's degree	12.0%
● Bachelor's degree	34.6%
● Master's degree	14.0%
● Doctoral or professional degree	1.6%



# Occupational Programs



**26 Programs**

Of the programs that can train for this job, 26 have produced completions in the last 5 years.



**13,812 Completions (2020)**











The completions from all regional institutions for all degree types.



**1,500 Openings (2020)**

The average number of openings for an occupation in the region is 772.

CIP Code	Top Programs	Completions (2020)
24.0101	Liberal Arts and Sciences/Liberal Studies	8,084
19.0709	Child Care Provider/Assistant	2,186
51.0000	Health Services/Allied Health/Health Sciences, General	1,118
44.0701	Social Work	557
03.0103	Environmental Studies	521
30.9999	Multi-/Interdisciplinary Studies, Other	227
03.0104	Environmental Science	219
19.0701	Human Development and Family Studies, General	213
03.0101	Natural Resources/Conservation, General	143
51.1505	Marriage and Family Therapy/Counseling	119

Top Schools	Completions (2020)
City College of San Francisco	1,444 
Diablo Valley College	1,110 
Los Medanos College	1,041 
University of California-Berkeley	974 
Chabot College	940 
California State University-East Bay	726 
Las Positas College	707 
Contra Costa College	684 
Foothill College	658 
Merritt College	652 

## Appendix A

**Social and Human Service Assistants (SOC 21-1093):**

Assist other social and human service providers in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care. Excludes Rehabilitation Counselors (21-1015), Psychiatric Technicians (29-2053), Personal Care Aides (31-1122), and Eligibility Interviewers, Government Programs (43-4061).

**Sample of Reported Job Titles:**

Social Work Assistant  
Social Services Assistant  
Clinical Assistant  
Social Worker Assistant  
Social Services Aide  
Human Services Assistant  
Advocate  
Addictions Counselor Assistant  
Social Work Associate  
Residential Care Assistant

**Related O\*NET Occupation:**

Social and Human Service Assistants (21-1093.00)