

# Job Posting Analytics

Emsi Q1 2019 Data Set

February 2019

## Contra Costa Community College District



# Parameters

## Occupations

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Code	Description
19-3091	Anthropologists and Archaeologists

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## Job Postings Summary

<p><b>4</b></p> <p><b>Unique Postings</b></p> <p>8 Total Postings</p>	<p><b>2 : 1</b></p> <p><b>Posting Intensity</b></p> <p>Regional Average: 4 :</p> <p>1</p>	<p><b>2 days</b></p> <p><b>Median Posting Duration</b></p> <p>Regional Average: 31 days</p>
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There were **8** total job postings for your selection from August 2017 to July 2018, of which **4** were unique. These numbers give us a Posting Intensity of **2-to-1**, meaning that for every 2 postings there is 1 unique job posting. This is lower than the Posting Intensity for all other occupations and companies in the region (4-to-1), indicating that they may not be trying as hard to hire for this position.

## Job Postings Regional Breakdown

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County	Unique Postings (Aug 2017 - Jul 2018)
Contra Costa County, CA	4

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# All Available Job Postings

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## Project Directors — W S A Inc in Orinda, CA (Jun 2018 - Active)

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Historic Archaeologist Project Director

**Link to Live Job Posting:** [www.shovelbums.org](http://www.shovelbums.org) <i class='fa fa-external-link'></i>

**Location:** Orinda, CA

**O\*NET:** 19-3091.02

**Company:** W S A Inc

**Job Title:** Project Directors

SFbay area - Historic Archaeologist Project Director Tuesday, 12 April 2016 ShovelBums Jobs 2016  
Archaeology, Cultural Resource Management, and Anthropology Jobs WSA, Inc., a highly respected Cultural Resources Management firm, has an immediate opening for a historic archaeologist to serve as a full-time Project Director in our Orinda, CA (San Francisco Bay area) office. Applicants should have a proven background in conducting background research, Phase I, II and III fieldwork and reporting, managing and directing cultural resource projects primarily in California (San Francisco Bay Area a plus). Responsibilities will include management of surveys, site evaluation and data recovery in support of Section 106, NEPA, and CEQA compliance; analysis for, and preparation of technical documents in support of EIRs, EISs and other environmental documents; preparation and implementation of research designs and treatment plans; technical report writing; QA/QC of staff reports; assistance in proposal preparation and client development. Candidates must meet the Secretary of the Interior's Qualification Standards 36 CFR 61 as an Archaeologist. Required Education/Experience: Ph.D. degree in anthropology, archaeology, historical archaeology, or related field required. Register of Professional Archaeologists (RPA) certification preferred. Minimum of five years of supervisory or management experience in CRM. M.A. in anthropology, archaeology, historical archaeology, or related field may be acceptable with adequate experience. The successful applicant will have excellent written and verbal communication skills, and experience reviewing and editing technical reports and managing budgets for a full range of cultural resources projects. Architectural history experience a plus (e.g., experience documenting and evaluating built resources). Compensation: WSA offers comprehensive benefits and a competitive compensation package. Eligibility for benefits is earned with length of service and includes paid vacation and holidays, a Simple IRA, participation in health, dental, vision, and life insurance programs. Salary will be commensurate with experience.

## Field Technicians (Life, Physical, and Social Science) — Stantec Inc. in Walnut Creek, CA (Jul 2018 - Sep 2018)

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Archaeologist

**Link to Live Job Posting:** Posting is no longer active

**Location:** Walnut Creek, CA

**O\*NET:** 19-3091.02

**Company:** Stantec Inc.

**Job Title:** Field Technicians (Life, Physical, and Social Science)

Stantec Archaeologist in Walnut Creek, California Grounded in safety, quality, and ethics, our experts lead their fields and guide our work with rigor, a creative spirit, and vision for growth. We draw from more than 20 technical specialties around the globe and are committed to fostering an inclusive community of diverse talents, backgrounds, and expertise. We're a place to apply your passion and collaborate with top environmental talents on work that's critical to our clients and the communities they support. Join a team that has the environment down to a science. Your Opportunity Your role will include archaeological survey, testing, evaluation, data recovery, and construction monitoring, as well as other tasks as assigned. The position requires shovel testing, test unit excavation, soil profile description, artifact analyses, preparation of detailed field notes and archaeological site records. Candidates must be able and willing to work outdoors in remote locations and for extended periods under all weather conditions, often traversing rugged terrain. Must demonstrate awareness for workplace safety; and be willing to work independently when conditions are appropriate or with limited supervision. The Archaeologist will work closely with Stantec's project managers, laboratory resources and environmental staff. Your Key Responsibilities + Identify and record areas of archeological potential, archaeological sites, and traditional use sites + Manage crews of up to five individuals + You may also be responsible for management and supervision of archaeological projects, including survey, site evaluation, and site mitigation. + Mentor and train junior crew members + Write permit applications, interim reports, final reports, site forms and proposals + Actively participate in Stantec's HSSE programs + Responsible for specific objectives and the achievement of significant results. + Development and implementation of research designs, work plans, schedules, fieldwork, and analysis and reporting. + Studies objects and structures recovered by excavation to identify, date, and authenticate them and to interpret their significance. + Consults site reports, existing artifacts, and topographic maps to identify archaeological sites. + Assesses archaeological sites for resource management, development, or conservation purposes and recommend methods for site protection. + Monitors field procedures and contribute to Research Designs, Treatment Plans, and other technical documents. + Creates a grid of sites and draw and update maps of unit profiles, stratum surfaces, features, and findings. + Records the exact locations and conditions of artifacts uncovered in diggings or surveys, using drawings and photographs as necessary. + Describes artifacts' physical properties or attributes, such as the materials from which artifacts are made and their size, shape, functions, and decoration. + Ensures that all fieldwork, analysis, and report production is conducted within quality control/quality assurance program. + Assists with mapping responsibilities in the field, including collection of GPS data using Trimble units (ArcPad experience is a plus). Your Capabilities and Credentials + Proficient in policies and procedures for HSSE, including client-specific training, leads by example, and applies these policies and procedures as appropriate to their work. + Solid skills in technical writing. + Observing and developing skills in communications and technical information exchange with clients, engineers and scientists, government regulators and agencies, and academia, as well as non-technical communication to the public. + Able to build strong relationships with key clients with respect to their technical area and the broader business objectives in their regions. + Builds and maintains productive professional and personal networking relationships. + Drives collaborative efforts within the Business Center and beyond to deliver consistent, high quality and appropriately scoped technical work. + At least two years of experience successfully executing technical aspects of small to medium projects. + Good driving record and valid driver's license required. Education and Experience Bachelor's degree in Archaeology, or related field. Minimum 5-6 years related experience, or an equivalent combination of education (e.g., advanced degree) and experience. Typical office environment working with computers and remaining sedentary for long periods of time. Field work may include exposure to the elements including inclement weather. Ability to lift and move items and

equipment up to 50 lbs. This description is not a comprehensive listing of activities, duties or responsibilities that may be required of the employee and other duties, responsibilities and activities may be assigned or may be changed at any time with or without notice. Stantec is a place where the best and brightest come to build on each other's talents, do exciting work, and make an impact on the world around us. Join us and redefine your personal best. Job: Archaeologist Primary Location: United States-California-Sacramento Other Locations: United States-Washington-Seattle, United States-California-San Jose, United States-California-Petaluma, United States-California-San Francisco, United States-California-Nevada City, United States-Oregon-Portland, United States-California-Walnut Creek, United States-California-Fresno Organization: BC-1857 Environmental Services-US Pacific Employee Status: Temporary Job Level: Individual Contributor Travel: Yes, 50 % of the Time Schedule: Part-time Job Posting: Jul 6, 2018, 10:08:25 AM Req ID: 180000Z7 Apply Now



## Archaeologists — Stantec Inc. in Walnut Creek, CA (Feb 2018 - Feb 2018)

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Archaeologist

**Link to Live Job Posting:** Posting is no longer active

**Location:** Walnut Creek, CA

**O\*NET:** 19-3091.02

**Company:** Stantec Inc.

**Job Title:** Archaeologists

Archaeologist Your Opportunity 3,000 Environmental Services staff. 20 technical specialties. 900 professional associations. An international team with local expertise. You could say we know a little something about the environment. Our passion for it drives our work. Grounded by safety, quality, and ethics, we come up with solutions that perfectly fit the site. We know what it takes to balance competing project interests with creativity and efficiency. We know what to look for. And, we know how to get the job done?the right way. Join a team that has the environment down to a science. Your Duties The selected individual will manage projects, manage budgets and schedules, respond and assist to Requests for Proposal and Qualifications (RFPs/RFQs), and develop and maintain relationships with clients, regulatory agencies, and Native Americans. Projects can be multi-disciplinary, involving knowledge of cultural resources management, prehistoric and historical archaeology, architectural history, history, and traditional cultural properties. Duties will include cultural resources inventory, evaluation, and mitigation, directing and conducting archival, background, and technical research, field surveys, and excavations, laboratory work, data analysis, writing of reporting, GIS/GPS operation, and report production. Field work will occur primarily in California, but may also occur anywhere throughout the United States. Essential Duties and Responsibilities include the following: Developing proposals, project budgets, and schedules Managing multiple projects Developing background research Directing cultural resources projects Directing data management for NEPA and CEQA projects Writing reports and sections for EA/EIR/EIS projects Providing documentation for Section 106 and Native American Consultations Marketing local, regional, state, and national clients Performing other duties as assigned Your Capabilities and Credentials A graduate degree in Archaeology, Anthropology, or closely related field At least 7-10 years of professional experience in cultural resources management Experience in California a plus At least 5 years of full-time professional experience at a supervisory level in the study of archaeological resources The ability to qualify under the Secretary of the Interior's Professional Qualifications Standards for archeology. Archaeologists must be certified by the Register of Professional Archaeologists or have an application under review. A strong understanding of federal and State cultural resources regulations and legislation, particularly Section 106 of the National Historic Preservation Act and the CEQA. Federal agency experience/clients a plus Must be able to travel and perform field work (survey, excavation) Must have strong writing skills Must have excellent interpersonal and communication skills Additional Considerations: May be required to work in project locations remote from their home office for extended periods Physical Demands: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. GIS Skills a plus. OSHA HAZWOPER 40 certification preferred Valid driver's license and good driving record required. Prior to employment this position will require the successful completion of a pre-employment physical and drug screen. Stantec is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status. SDL2017 • ID#: 634772946 • Location: Walnut Creek, CA , 94596 • Type: Construction, Mining & Trades • Company: Stantec Inc.

## Archaeologists — Stantec Inc. in Walnut Creek, CA (Jul 2017 - Sep 2017)

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Archaeologist

**Link to Live Job Posting:** Posting is no longer active

**Location:** Walnut Creek, CA

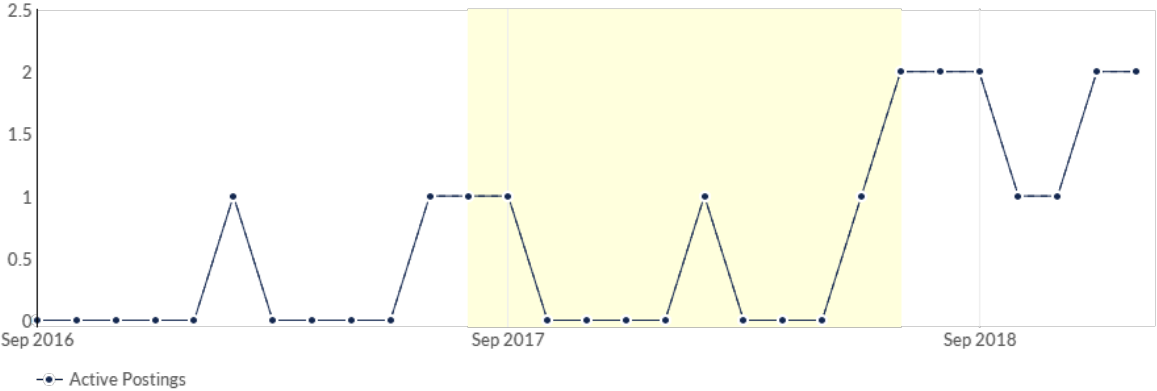
**O\*NET:** 19-3091.02

**Company:** Stantec Inc.

**Job Title:** Archaeologists

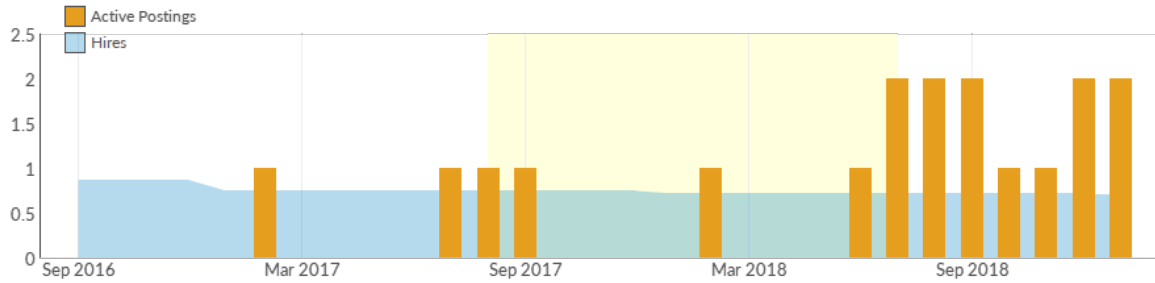
Walnut Creek, CA Your Opportunity 3,000 Environmental Services staff. 20 technical specialties. 900 professional associations. An international team with local expertise. You could say we know a little something about the environment. Our passion for it drives our work. Grounded by safety, quality, and ethics, we come up with solutions that perfectly fit the site. We know what it takes to balance competing project interests with creativity and efficiency. We know what to look for. And, we know how to get the job done?the right way. Join a team that has the environment down to a science. Your Duties The selected individual will manage projects, manage budgets and schedules, respond and assist to Requests for Proposal and Qualifications (RFPs/RFQs), and develop and maintain relationships with clients, regulatory agencies, and Native Americans. Projects can be multi-disciplinary, involving knowledge of cultural resources management, prehistoric and historical archaeology, architectural history, history, and traditional cultural properties. Duties will include cultural resources inventory, evaluation, and mitigation, directing and conducting archival, background, and technical research, field surveys, and excavations, laboratory work, data analysis, writing of reporting, GIS/GPS operation, and report production. Field work will occur primarily in California, but may also occur anywhere throughout the United States. Essential Duties and Responsibilities include the following: Developing proposals, project budgets, and schedules Managing multiple projects Developing background research Directing cultural resources projects Directing data management for NEPA and CEQA projects Writing reports and sections for EA/EIR/EIS projects Providing documentation for Section 106 and Native American Consultations Marketing local, regional, state, and national clients Performing other duties as assigned Your Capabilities and Credentials A graduate degree in Archaeology, Anthropology, or closely related field At least 7-10 years of professional experience in cultural resources management Experience in California a plus At least 5 years of full-time professional experience at a supervisory level in the study of archaeological resources The ability to qualify under the Secretary of the Interior's Professional Qualifications Standards for archeology. Archaeologists must be certified by the Register of Professional Archaeologists or have an application under review. A strong understanding of federal and State cultural resources regulations and legislation, particularly Section 106 of the National Historic Preservation Act and the CEQA. Federal agency experience/clients a plus Must be able to travel and perform field work (survey, excavation) Must have strong writing skills Must have excellent interpersonal and communication skills Additional Considerations: May be required to work in project locations remote from their home office for extended periods Physical Demands: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. GIS Skills a plus. OSHA HAZWOPER 40 certification preferred Valid driver's license and good driving record required. Prior to employment this position will require the successful completion of a pre-employment physical and drug screen. Stantec is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status. Posted by StartWire

# Monthly Active Postings



# Job Postings vs. Hires

<b>1</b>	<b>1</b>
<b>Avg. Monthly Postings (Aug 2017 - Jul 2018)</b>	<b>Avg. Monthly Hires (Aug 2017 - Jul 2018)</b>



Occupation	Avg Monthly Postings (Aug 2017 - Jul 2018)	Avg Monthly Hires (Aug 2017 - Jul 2018)
Anthropologists and Archaeologists	1	1

## Top Companies Posting

Company	Total/Unique (Aug 2017 - Jul 2018)	Posting Intensity	Median Posting Duration
Stantec Inc.	6 / 3	2 : 1	2 days
W S A Inc	2 / 1	2 : 1	n/a




## Top Cities Posting

City	Total/Unique (Aug 2017 - Jul 2018)	Posting Intensity	Median Posting Duration
Walnut Creek, CA	6 / 3	2 : 1	2 days
Orinda, CA	2 / 1	2 : 1	n/a

## Top Posted Occupations

Occupation (SOC)	Total/Unique (Aug 2017 - Jul 2018)	Posting Intensity	Median Posting Duration
Anthropologists and Archaeologists	8 / 4	2 : 1	2 days

## Top Posted Job Titles

Job Title	Total/Unique (Aug 2017 - Jul 2018)	Posting Intensity	Median Posting Duration
Archaeologists	3 / 2	 2 : 1	2 days
Project Directors	2 / 1	 2 : 1	n/a
Field Technicians (Life, Physical, and Social Science)	3 / 1	 3 : 1	n/a

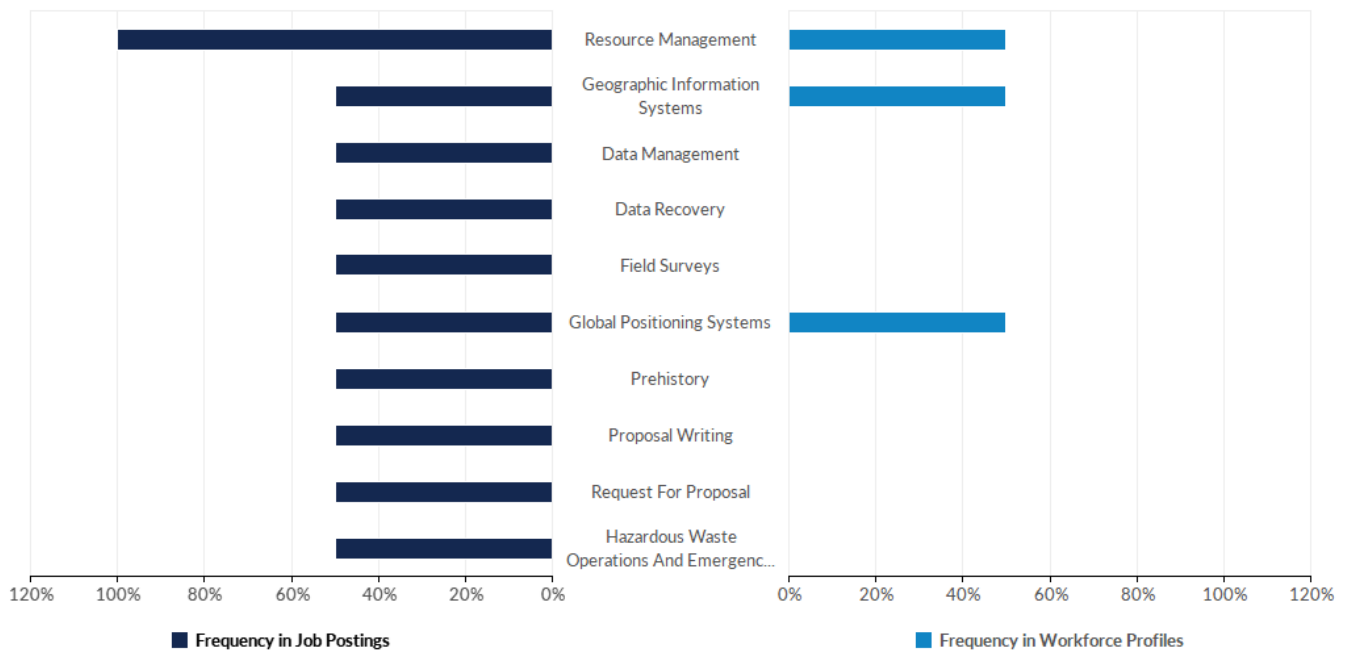


## Top Industries

Industry	Total/Unique (Aug 2017 - Jul 2018)	Posting Intensity	Median Posting Duration
Engineering Services	6 / 3	2 : 1	2 days
Insurance Agencies and Brokerages	2 / 1	2 : 1	n/a

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

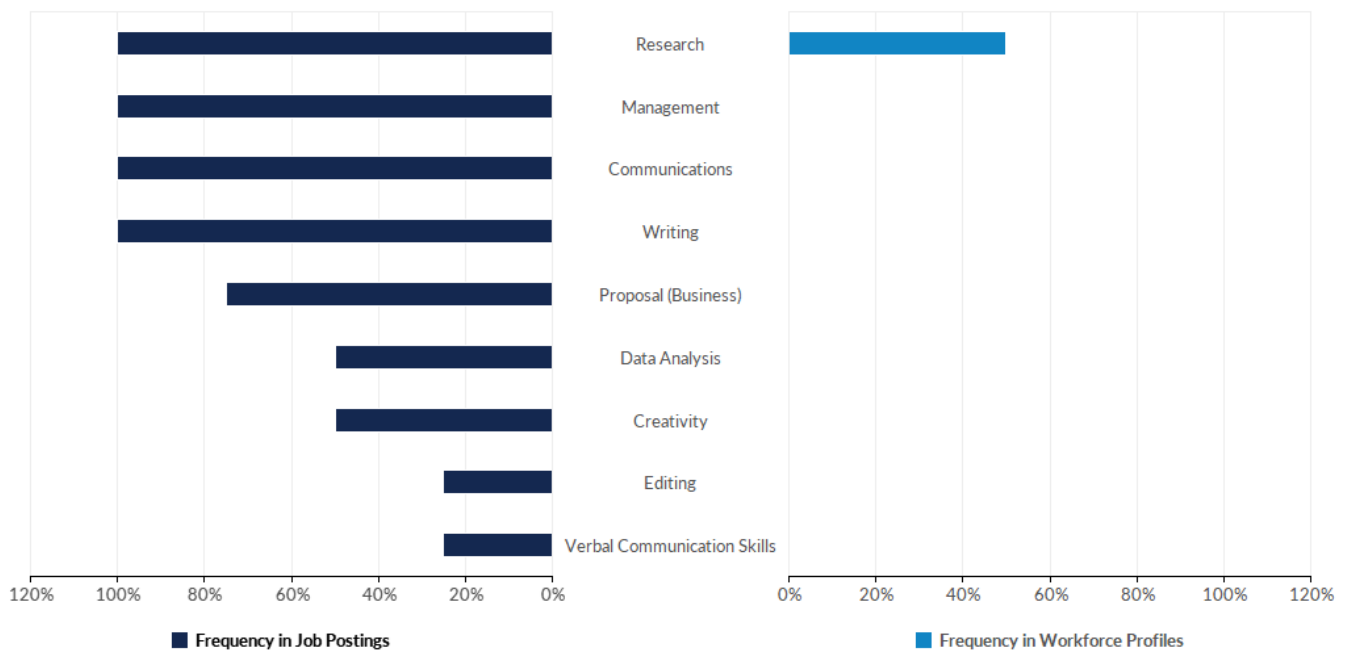


## Top Hard Skills

Skill	Frequency in Postings	Postings with Skill / Total Postings (Aug 2017 - Jul 2018)	Frequency in Profiles	Profiles with Skill / Total Profiles (2017 - 2019)
Resource Management	100%	4 / 4	50%	1 / 2
Geographic Information Systems	50%	2 / 4	50%	1 / 2
Data Management	50%	2 / 4	0%	0 / 2
Data Recovery	50%	2 / 4	0%	0 / 2
Field Surveys	50%	2 / 4	0%	0 / 2
Global Positioning Systems	50%	2 / 4	50%	1 / 2
Prehistory	50%	2 / 4	0%	0 / 2
Proposal Writing	50%	2 / 4	0%	0 / 2

Request For Proposal	50%	2 / 4	0%	0 / 2
Hazardous Waste Operations And Emergency Response Standard (HAZWOPER)	50%	2 / 4	0%	0 / 2
Occupational Health And Safety Administration (OSHA)	50%	2 / 4	0%	0 / 2
Authentications	25%	1 / 4	0%	0 / 2
Strategic Planning	25%	1 / 4	0%	0 / 2
Management Development	25%	1 / 4	0%	0 / 2
Mapping	25%	1 / 4	0%	0 / 2
Software Quality Assurance (SQA)	25%	1 / 4	0%	0 / 2
Technical Writings	25%	1 / 4	0%	0 / 2
Technical Communication	25%	1 / 4	0%	0 / 2
Technical Report	25%	1 / 4	0%	0 / 2
Product Quality Assurance	25%	1 / 4	0%	0 / 2
Workplace Safety	25%	1 / 4	0%	0 / 2

## Top Common Skills



## Top Common Skills

Skill	Frequency in Postings	Postings with Skill / Total Postings (Aug 2017 - Jul 2018)	Frequency in Profiles	Profiles with Skill / Total Profiles (2017 - 2019)
Research	100%	4 / 4	50%	1 / 2
Management	100%	4 / 4	0%	0 / 2
Communications	100%	4 / 4	0%	0 / 2
Writing	100%	4 / 4	0%	0 / 2
Proposal (Business)	75%	3 / 4	0%	0 / 2
Data Analysis	50%	2 / 4	0%	0 / 2
Creativity	50%	2 / 4	0%	0 / 2
Editing	25%	1 / 4	0%	0 / 2
Verbal Communication Skills	25%	1 / 4	0%	0 / 2

## Top Qualifications

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No Top Qualifications data for your selection.

## Top Posting Sources

Website	Postings on Website (Aug 2017 - Jul 2018)
Beyond.com	1
Geebo.com	1
Nexxt.com	1
Shovelbums.org	1
Stantec.com	1

# Appendix A - Data Sources and Calculations

## 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.

## State Data Sources

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

# Occupation Overview

Emsi Q1 2019 Data Set

February 2019

## Contra Costa Community College District





# Parameters

## Occupations

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Code	Description
19-3091	Anthropologists and Archaeologists

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## 0-ANTHROPOLOGY in 0 ADJUS

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**Anthropologists and Archaeologists (SOC 19-3091):** Study the origin, development, and behavior of human beings. May study the way of life, language, or physical characteristics of people in various parts of the world. May engage in systematic recovery and examination of material evidence, such as tools or pottery remaining from past human cultures, in order to determine the history, customs, and living habits of earlier civilizations.

**Sample of Reported Job Titles:** Forensic Anthropologist Scientist Researcher Research Director Research Associate Archaeologist Research Professor Research Archaeologist Project Director Principal Archaeologist

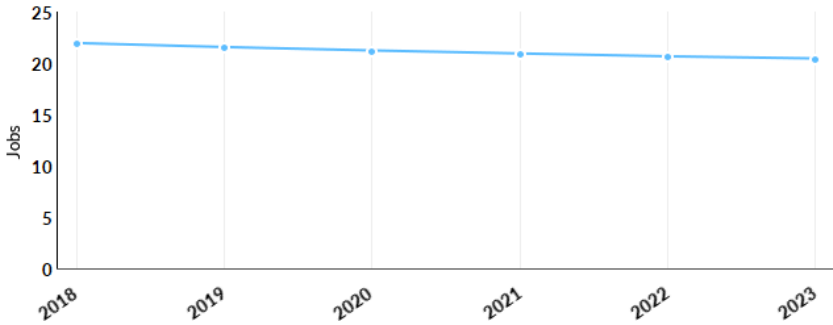
**Related O\*NET Occupations:** Anthropologists (19-3091.01) Archeologists (19-3091.02)

# Occupation Summary for 0-ANTHROPOLOGY

<b>22</b> Jobs (2018) 6% above National average	<b>-9.1%</b> % Change (2018-2023) Nation: 4.1%	<b>\$50.13/hr</b> Median Hourly Earnings Nation: \$29.18/hr
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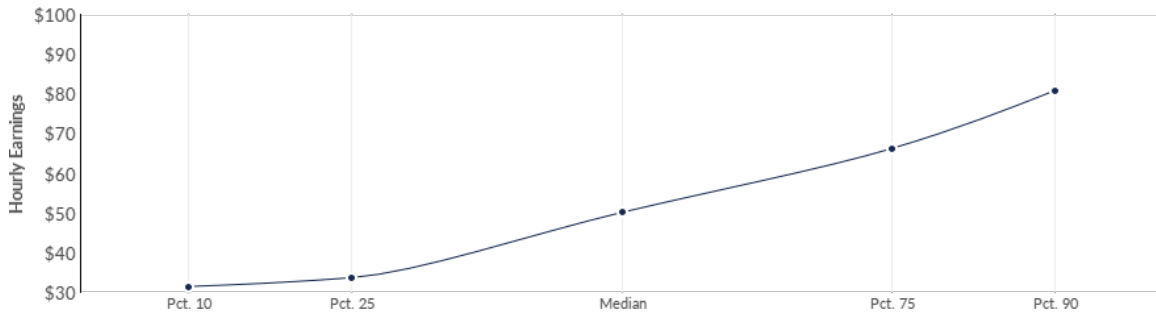
# Growth for Anthropologists and Archaeologists (19-3091)

<b>22</b> 2018 Jobs	<b>20</b> 2023 Jobs	<b>-2</b> Change (2018-2023)	<b>-9.1%</b> % Change (2018-2023)
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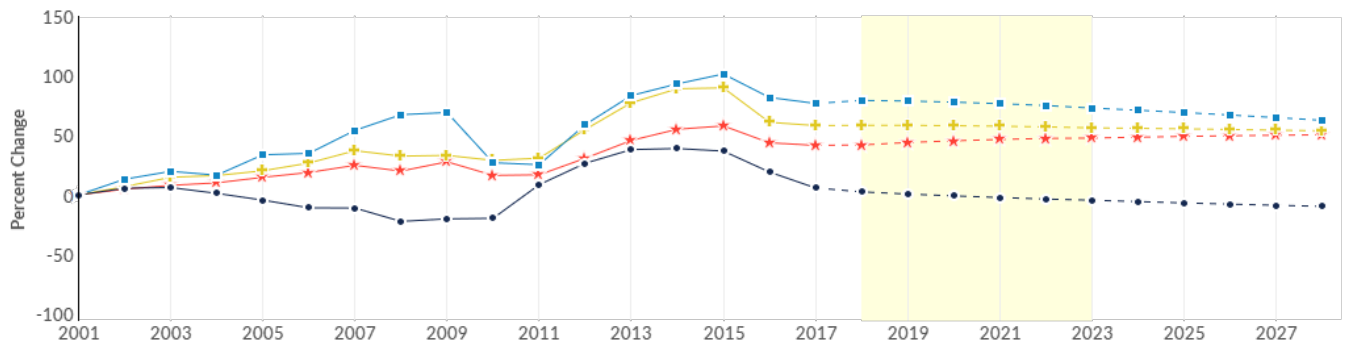


# Percentile Earnings for Anthropologists and Archaeologists (19-3091)

<b>\$33.68/hr</b> 25th Percentile Earnings	<b>\$50.13/hr</b> Median Earnings	<b>\$66.27/hr</b> 75th Percentile Earnings
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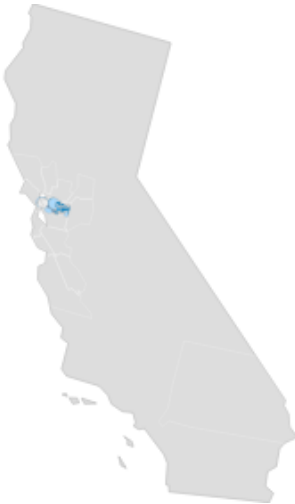
# Regional Trends



	Region	2018 Jobs	2023 Jobs	Change	% Change
●	Region	22	20	-2	-9.1%
●	Alameda County, CA	99	96	-3	-3.0%
●	Solano County, CA	12	12	0	0.0%
●	East County	<10	<10	Insf. Data	Insf. Data
●	California	1,448	1,428	-20	-1.4%
●	United States	7,842	8,162	320	4.1%

# Regional Breakdown

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ZIP	2023 Jobs
San Ramon, CA 94583 (in Contra Costa county)	<10
Walnut Creek, CA 94596 (in Contra Costa county)	<10
Concord, CA 94520 (in Contra Costa county)	<10
Richmond, CA 94804 (in Contra Costa county)	<10
Walnut Creek, CA 94597 (in Contra Costa county)	<10

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## Job Postings Summary

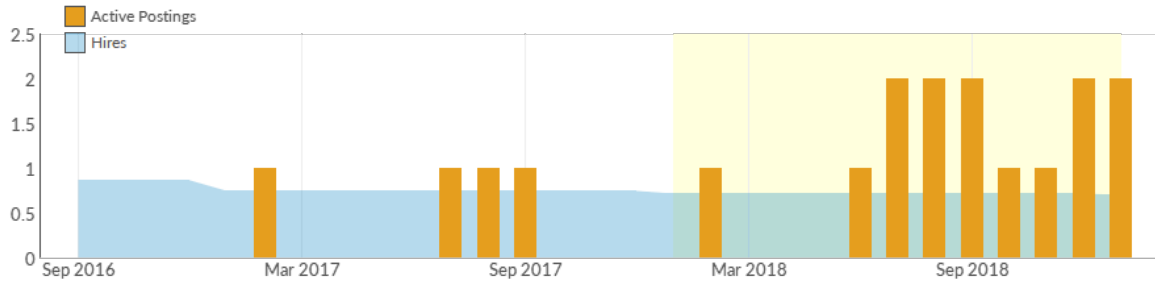
<p><b>4</b></p> <p><b>Unique Postings</b></p> <p>8 Total Postings</p>	<p><b>2 : 1</b></p> <p><b>Posting Intensity</b></p> <p>Regional Average: 4 :</p> <p>1</p>	<p><b>2 days</b></p> <p><b>Median Posting Duration</b></p> <p>Regional Average: 31 days</p>
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There were **8** total job postings for your selection from January 2018 to January 2019, of which **4** were unique. These numbers give us a Posting Intensity of **2-to-1**, meaning that for every 2 postings there is 1 unique job posting. This is lower than the Posting Intensity for all other occupations and companies in the region (4-to-1), indicating that they may not be trying as hard to hire for this position.



# Job Postings vs. Hires

<b>1</b>	<b>1</b>
<b>Avg. Monthly Postings (Jan 2018 - Jan 2019)</b>	<b>Avg. Monthly Hires (Jan 2018 - Jan 2019)</b>



Occupation	Avg Monthly Postings (Jan 2018 - Jan 2019)	Avg Monthly Hires (Jan 2018 - Jan 2019)
Anthropologists and Archaeologists	1	1

# Occupation Gender Breakdown

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	Gender	2018 Jobs	2018 Percent	
•	Males	11	50.5%	
•	Females	11	49.5%	

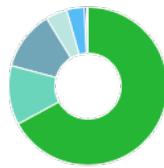
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# Occupation Age Breakdown



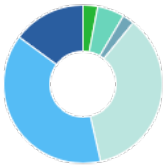
	Age	2018 Jobs	2018 Percent
●	14-18	0	0.1%
●	19-24	1	5.7% ■
●	25-34	6	29.3% ■■■■■
●	35-44	5	23.8% ■■■■
●	45-54	4	18.4% ■■■
●	55-64	3	15.5% ■■■
●	65+	2	7.3% ■■







## Occupation Race/Ethnicity Breakdown



	Race/Ethnicity	2018 Jobs	2018 Percent
●	White	15	67.1% 
●	Asian	3	12.1% 
●	Hispanic or Latino	3	12.1% 
●	Two or More Races	1	4.4% 
●	Black or African American	1	3.6% 
●	American Indian or Alaska Native	0	0.5%
●	Native Hawaiian or Other Pacific Islander	0	0.3%

# National Educational Attainment



	Education Level	2018 Percent
●	High school diploma or equivalent	3.0% 
●	Some college, no degree	5.5% 
●	Associate's degree	2.4% 
●	Bachelor's degree	35.6% 
●	Master's degree	38.7% 
●	Doctoral or professional degree	14.9% 

## Occupational Programs

<b>3</b> Programs (2017)	<b>7</b> Completions (2017)	<b>2</b> Openings (2017)
CIP Code	Program	Completions (2017)
45.0201	Anthropology	7
45.0299	Anthropology, Other	0
45.0301	Archaeology	0

## Industries Employing 0-ANTHROPOLOGY

Industry	Occupation Jobs in Industry (2018)	% of Occupation in Industry (2018)	% of Total Jobs in Industry (2018)
Research and Development in the Social Sciences and Humanities	<10	15.5%	5.3%
Other Scientific and Technical Consulting Services	<10	14.2%	0.2%
Engineering Services	<10	10.8%	0.0%
Administrative Management and General Management Consulting Services	<10	10.0%	0.1%
Environmental Consulting Services	<10	6.6%	0.1%

# Appendix A - Data Sources and Calculations

## 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.

## 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.

## 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.

## 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.

## State Data Sources

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



SOC	Description	2018 Jobs	2023 Jobs	2018 - 2023 % Change	Annual Openings	Regional Completions (2017)	Pct. 10 Hourly Earnings	Pct. 90 Hourly Earnings	Median Hourly Earnings	Typical Entry Level Education
19-3091	Anthropologists and Archaeologists	22	20	(9%)	Insf. Data	7	\$31.47	\$80.81	\$50.13	Master's degree