PACIFIC CREST GROUP

2016 Bay Area Talent Report

Bay Area
Talent Summary

2016 Bay Area Talent Summary

HIRING SCALE

Potential Candidates in the workforce:	Direct Employers currently competing:	Open Jobs posted by Direct Employers:	Average posting duration
2,389,000	11,856	113,046	46 days

RECRUITMENT INDICATORS

DEMAND PRESSURE

NATIONALLY	22	CANDIDATES / JOB OPENING
LOCALLY	17	CANDIDATES / JOB OPENING

COMPETITIVE INTENSITY

NATIONALLY	620	CANDIDATES / DIRECT EMPLOYER
LOCALLY	201	CANDIDATES / DIRECT EMPLOYER

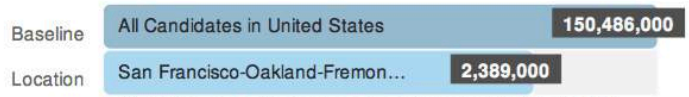
MARKET SALARY

$39,600	$52,850	$67,600	$82,350	$95,650	Nationally
$52,250	$72,650	$95,300	$117,950	$138,350	Locally

2016 Bay Area Talent Summary

CANDIDATE SUPPLY COUNT

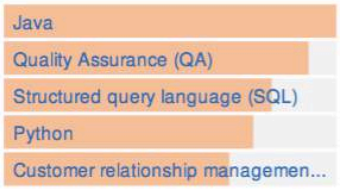
Estimated potential candidates who might fit your requirements: 2,389,000



* All numbers are estimates based on our data and third party data.

SKILLS AND CERTIFICATIONS

Skills

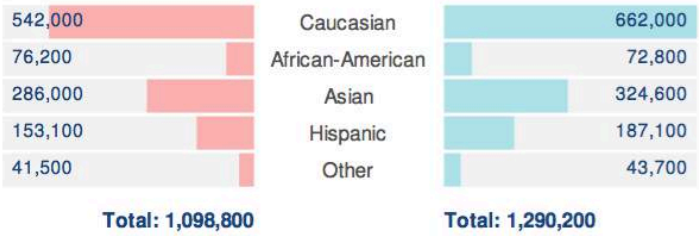


Certifications

JOB TITLES

GENDER/ETHNICITY

Candidate Supply: 2,389,000



Total: 1,098,800 **Total: 1,290,200**

EDUCATIONAL ATTAINMENT

Candidate Supply: 2,389,000 **Current Openings: 113,046**

2016 Bay Area Talent Summary

ACTIVE COMPETITION

Direct Employers found: 11,856

Oracle
Sutter Health
Kaiser Permanente
Ross Stores
Central Business Solutions
University of California - San ...
Wells Fargo
University Of California, Berkeley
Genentech
Tesla Motors

HISTORICAL HIRING

Employers found: 73,110

Wells Fargo
Kaiser Permanente
Sutter Health
Genentech
Oracle
Macy's
University Of California
Pacific Gas and Electric
University Of California, Berkeley
IBM

SAMPLE PROFILES AND CANDIDATE SEARCH

Stacey M. TalentBin
Employee at Cisco Systems
Cisco Systems
Employee
SF Bay Area

Richard M. TalentBin
Administrator at Hy-Lok
Hy-Lok
Administrator
SF Bay Area

Lynn P. TalentBin
Software Engineer: Accounting, CSS, JavaScript, PHP, Adobe
Orange County Business Ban...
Employee
Orange County

Jesse Gentry data.com
The PMI Group Inc.
Vice President Assistant Corpora..
Walnut Creek, CA
Last Updated 2013-10-30

Robyn Andrew data.com
Chevron Corporation
Upstream Lead Administration A...
San Ramon, CA
Last Updated 2012-09-19

Anita Painitz data.com
Burke School Katherine Delmar
U S Administrative Assistant
San Francisco, CA
Last Updated 2013-11-06

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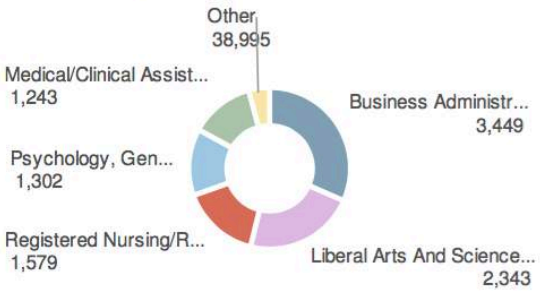
Clicking the icons below will open a new window that *automatically* searches for matching candidates.

LinkedIn | Indeed | Google | Bing | Facebook | Google+ | Twitter

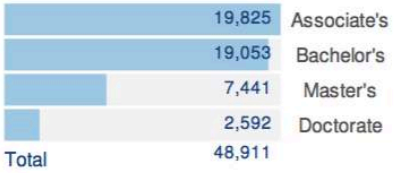
GRADUATE SUPPLY

University / College: **Total Graduate Supply**

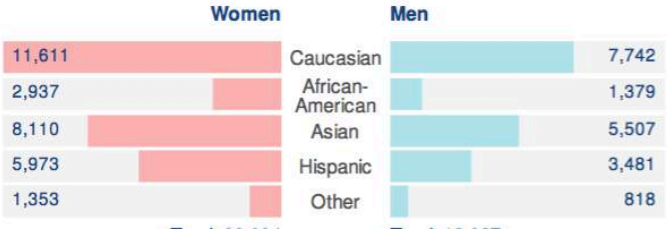
Graduate Program



Graduate Education Level



Graduate Gender and Ethnicity



2016 Bay Area Talent Summary

ACTIVE COMPETITION

Direct Employers found: 11,856

Oracle
Sutter Health
Kaiser Permanente
Ross Stores
Central Business Solutions
University of California - San ...
Wells Fargo
University Of California, Berkeley
Genentech
Tesla Motors

HISTORICAL HIRING

Employers found: 73,110

Wells Fargo
Kaiser Permanente
Sutter Health
Genentech
Oracle
Macy's
University Of California
Pacific Gas and Electric
University Of California, Berkeley
IBM

SAMPLE PROFILES AND CANDIDATE SEARCH

Stacey M. TalentBin
Employee at Cisco Systems
Cisco Systems
Employee
SF Bay Area

Richard M. TalentBin
Administrator at Hy-Lok
Hy-Lok
Administrator
SF Bay Area

Lynn P. TalentBin
Software Engineer: Accounting, CSS, JavaScript, PHP, Adobe
Orange County Business Ban...
Employee
Orange County

Jesse Gentry data.com
The PMI Group Inc.
Vice President Assistant Corpora..
Walnut Creek, CA
Last Updated 2013-10-30

Robyn Andrew data.com
Chevron Corporation
Upstream Lead Administration A...
San Ramon, CA
Last Updated 2012-09-19

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Burke School Katherine Delmar
U S Administrative Assistant
San Francisco, CA
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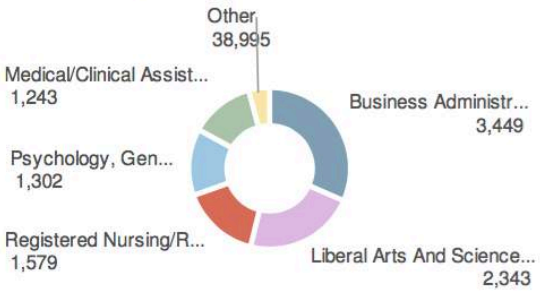
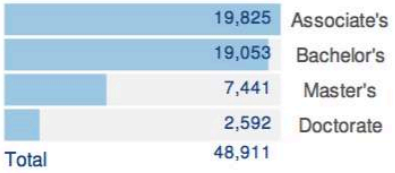
University / College: **Total Graduate Supply**

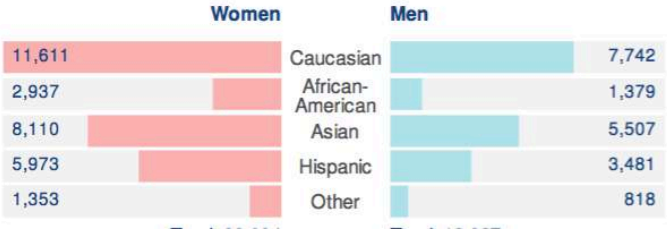
Graduate Program



Graduate Education Level



Graduate Gender and Ethnicity



Sales Jobs
Talent Summary

2016 Sales Jobs Talent Summary

HIRING SCALE

Potential Candidates in the workforce:	Direct Employers currently competing:	Open Jobs posted by Direct Employers:	Average posting duration
241,000	2,773	14,477	46 days

RECRUITMENT INDICATORS

DEMAND PRESSURE

NATIONALLY — 19 CANDIDATES / JOB OPENING

LOCALLY — 15 CANDIDATES / JOB OPENING

COMPETITIVE INTENSITY

NATIONALLY — 383 CANDIDATES / DIRECT EMPLOYER

LOCALLY — 87 CANDIDATES / DIRECT EMPLOYER

MARKET SALARY

2016 Sales Jobs Talent Summary

CANDIDATE SUPPLY COUNT

Estimated potential candidates who might fit your requirements: 241,000

Baseline	All Candidates in United States	150,486,000
Location	San Francisco-Oakland-Fremon...	2,389,000
Occupation	Sales and Related Occupa...	241,000

* All numbers are estimates based on our data and third party data.

SKILLS AND CERTIFICATIONS

Skills

- Customer relationship managemen...
- Salesforce CRM SFDC
- Software as a Service (SaaS)
- Bilingual
- Business sales

Certifications

- Driver's License
- Nationwide Mortgage Licensing S...
- State insurance license
- FINRA Series 7
- FINRA / NASD Series 6

JOB TITLES

- Sales Associate
- Retail Sales Associate
- Account Executive
- Sales Representative
- Assistant Store Manager
- Store Manager
- Retail Associate
- Outside Sales Representative
- Cashier
- Assistant Manager

GENDER/ETHNICITY

Candidate Supply: 241,000

Women		Men
52,800	Caucasian	84,550
6,100	African-American	6,650
20,700	Asian	26,900
16,900	Hispanic	19,000
3,700	Other	3,700
Total: 100,200		**Total: 140,800**

EDUCATIONAL ATTAINMENT

Candidate Supply: 241,000 **Current Openings: 14,477**

52,900	High School	8,355
78,800	Associate's	394
88,850	Bachelor's	5,669
17,300	Master's	51
3,150	Doctorate	8

2016 Sales Jobs Talent Summary

ACTIVE COMPETITION

Direct Employers found: 2,773

- Oracle
- Ross Stores
- Best Version Media
- AT&T
- Macy's
- Lowe's
- JCPenney
- Wells Fargo
- Sears Holdings Corporation
- Nordstrom

HISTORICAL HIRING

Employers found: 18,756

- Macy's
- Ross Stores
- AT&T
- Nordstrom
- Bank Of America
- Wells Fargo
- Oracle
- Best Buy
- Sears Holdings Corporation
- T-Mobile

SAMPLE PROFILES AND CANDIDATE SEARCH

Stephanie M. TalentBin
Seeking a job as a dynamic new information professional. Loves...
Stanford University
Scientist / Researcher
SF Bay Area

Shelly M. TalentBin
Teacher
Unidentified Company
Trainer / Instructor
SF Bay Area

Cynthyah B. TalentBin
Fashion Designer/Creative Director
Created Customs LLC
Freelance Fashion Designer/Cre..
Los Angeles Area

Amanda Monteith data.com
Google, Inc.
Wildfire-sales Associate
Mountain View, CA
Last Updated 2013-12-10

Paul Togonon data.com
Bio-Rad Laboratories, Inc.
USSD Associate Sales Product M.
Benicia, CA
Last Updated 2014-07-22

Marcella Marches.. data.com
Wells Fargo & Company
Treas Management Sales Assoc...
San Francisco, CA
Last Updated 2013-11-06

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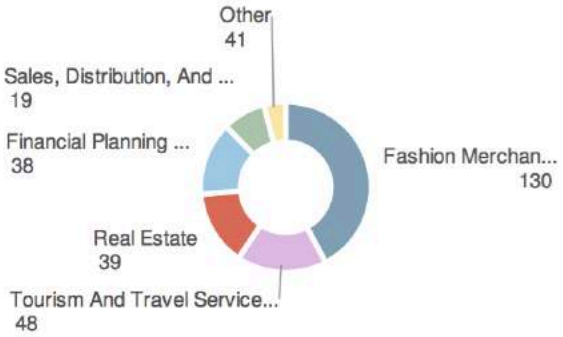
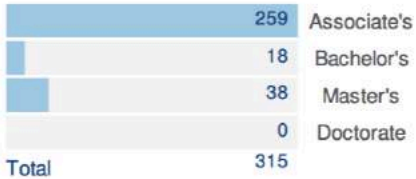
GRADUATE SUPPLY

University / College: **Total Graduate Supply**

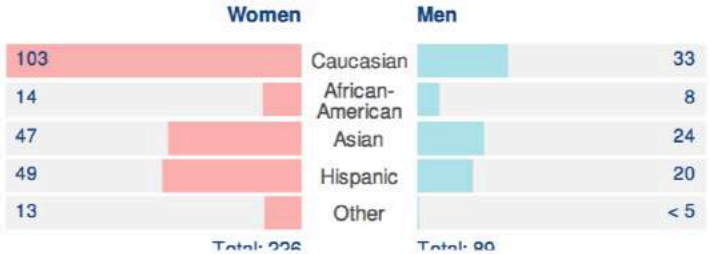
Graduate Program



Graduate Education Level



Graduate Gender and Ethnicity



Financial Jobs Talent Summary

2016 Financial Jobs Talent Summary

HIRING SCALE

Potential Candidates in the workforce:	Direct Employers currently competing:	Open Jobs posted by Direct Employers:	Average posting duration
177,000	2,400	9,710	47 days

RECRUITMENT INDICATORS

DEMAND PRESSURE

NATIONALLY	21	CANDIDATES / JOB OPENING
LOCALLY	14	CANDIDATES / JOB OPENING

COMPETITIVE INTENSITY

NATIONALLY	201	CANDIDATES / DIRECT EMPLOYER
LOCALLY	73	CANDIDATES / DIRECT EMPLOYER

MARKET SALARY

$47,350	$64,850	$84,350	$103,800	$121,350	Nationally
$63,050	$81,450	$101,900	$122,400	$140,800	Locally

2016 Financial Jobs Talent Summary

CANDIDATE SUPPLY COUNT

Estimated potential candidates who might fit your requirements: 177,000

Baseline	All Candidates in United States	150,486,000
Location	San Francisco-Oakland-Fremon...	2,389,000
Occupation	Business and Financial O...	177,000

* All numbers are estimates based on our data and third party data.

SKILLS AND CERTIFICATIONS

Skills

- Structured query language (SQL)
- Public accounting
- Customer relationship managemen...
- Salesforce CRM SFDC
- Quality Assurance (QA)

Certifications

- Certified Public Accountant (CPA)
- Driver's License
- Nationwide Mortgage Licensing S...
- Certified Internal Auditor (CIA)
- Continuing Education (CE)

JOB TITLES

- Senior Accountant
- Financial Analyst
- Business Analyst
- Senior Financial Analyst
- Staff Accountant
- Recruiter
- Accountant
- Recruiting Coordinator
- Data Analyst
- Technical Recruiter

GENDER/ETHNICITY

Candidate Supply: 177,000

Women		Men
47,200	Caucasian	50,000
7,250	African-American	4,050
28,900	Asian	18,700
8,450	Hispanic	6,400
3,900	Other	2,150
Total: 95,700		**Total: 81,300**

EDUCATIONAL ATTAINMENT

Candidate Supply: 177,000 **Current Openings: 9,710**

9,050	High School	505
31,100	Associate's	114
86,700	Bachelor's	8,664
41,200	Master's	383
8,950	Doctorate	44

2016 Financial Jobs Talent Summary

ACTIVE COMPETITION

Direct Employers found: 2,400

- Oracle
- Wells Fargo
- Kaiser Permanente
- Deloitte
- Facebook
- Bank of the West
- Bank Of America
- Ernst & Young
- KPMG
- ACCENTURE

HISTORICAL HIRING

Employers found: 15,493

- Wells Fargo
- Deloitte
- Pacific Gas and Electric
- PricewaterhouseCoopers
- Kaiser Permanente
- Oracle
- Visa
- IBM
- ACCENTURE
- JPMorgan Chase & Co.

SAMPLE PROFILES AND CANDIDATE SEARCH

Joyce H. (TalentBin)
Sr. Reporting and Accounting Mgr
JDS Uniphase Corporation
Senior Manager, Technical Acco...
SF Bay Area

Wilma C. (TalentBin)
Group Manager, Accounting at Unidentified Company
Unidentified Company
Group Manager, Accounting
SF Bay Area

Dennis S. (TalentBin)
Studied at The Ohio State University The Max M. Fisher...
KOCAL PROPERTIES, INC
Association Accountant
Sacramento / Stockton California A

Scott Phelps (data.com)
ARRIS Group, Inc.
Worldwide Senior Inventory Acc...
Redwood City, CA
Last Updated 2015-08-06

Deborah Johnson (data.com)
Seagate Technology
Treasury Senior Accountant
Scotts Valley, CA
Last Updated 2013-10-27

John Goette (data.com)
Cisco Systems, Inc.
State of Ca Senior Account Mana..
Sacramento, CA
Last Updated 2013-10-26

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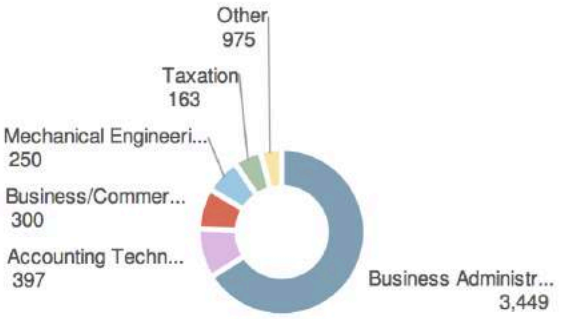
GRADUATE SUPPLY

University / College: **Total Graduate Supply**

Graduate Program



Graduate Education Level

1,322	Associate's
2,660	Bachelor's
1,479	Master's
73	Doctorate
5,534	Total

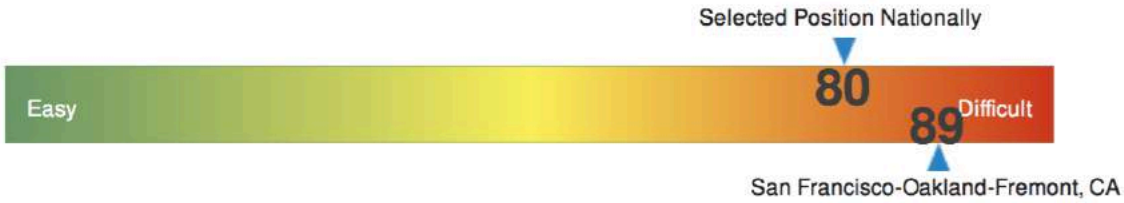
Graduate Gender and Ethnicity

Women		Men
937	Caucasian	1,048
192	African-American	127
1,212	Asian	1,024
435	Hispanic	351
125	Other	83
Total: 2,901		Total: 2,633

Computer Jobs Talent Summary

2016 Computer Jobs Talent Summary

HIRING SCALE



Potential Candidates in the workforce:	Direct Employers currently competing:	Open Jobs posted by Direct Employers:	Average posting duration
130,000	3,390	20,988	43 days

RECRUITMENT INDICATORS

DEMAND PRESSURE

NATIONALLY	6	CANDIDATES / JOB OPENING
LOCALLY	4	CANDIDATES / JOB OPENING

COMPETITIVE INTENSITY

NATIONALLY	107	CANDIDATES / DIRECT EMPLOYER
LOCALLY	38	CANDIDATES / DIRECT EMPLOYER

MARKET SALARY

$65,550	$85,300	$107,200	$129,100	$148,800	Nationally
$96,050	$112,100	$129,950	$147,800	$163,850	Locally

2016 Computer Jobs Talent Summary

CANDIDATE SUPPLY COUNT

Estimated potential candidates who might fit your requirements: 130,000

Baseline	All Candidates in United States	150,486,000
Location	San Francisco-Oakland-Fremon...	2,389,000
Occupation	Computer and Mathemat...	130,000

* All numbers are estimates based on our data and third party data.

SKILLS AND CERTIFICATIONS

Skills

- Java
- Python
- JavaScript (JS)
- Structured query language (SQL)
- Linux

Certifications

- Project Management Professional...
- Certified Information Systems S...
- Driver's License
- Project Management Institute (PMI)
- Secret Clearance

JOB TITLES

- Software Engineer
- Senior Software Engineer
- Project Manager
- Java Developer
- Senior Java Developer
- Web Developer
- Network Engineer
- Quality Assurance Engineer
- Senior Project Manager
- Business Systems Analyst

GENDER/ETHNICITY

Candidate Supply: 130,000

Women		Men
13,600	Caucasian	47,350
1,550	African-American	3,550
14,400	Asian	37,200
1,800	Hispanic	6,100
1,100	Other	3,350
Total: 32,450		**Total: 97,550**

EDUCATIONAL ATTAINMENT

Candidate Supply: 130,000 **Current Openings: 20,988**

4,350	High School	145
26,000	Associate's	1,638
63,700	Bachelor's	18,169
30,400	Master's	601
5,550	Doctorate	435

2016 Computer Jobs Talent Summary

ACTIVE COMPETITION

Direct Employers found: 3,390

- Oracle
- Central Business Solutions
- ACCENTURE
- Uber LLC
- Salesforce.com
- Amazon
- Facebook
- ExactTarget
- Visa
- Workday

HISTORICAL HIRING

Employers found: 20,044

- Oracle
- IBM
- Wells Fargo
- ACCENTURE
- Salesforce.com
- Visa
- Walmart
- General Electric
- Emc Corporation
- Genentech

SAMPLE PROFILES AND CANDIDATE SEARCH

Radhika W. TalentBin
Working as a Software Developer Intern in VMware Inc.
Unidentified Company
Sr. Software Engineer
SF Bay Area

Jim B. TalentBin
Software developer
Unidentified Company
President
Santa Barbara California Area

Elena S. TalentBin
Patent Author
Salesforce
Principal Software Engineer
SF Bay Area

Oliver Carcallas data.com
Electric Power Research Instit...
Web Developer, Software Engine..
Palo Alto, CA
Last Updated 2009-04-11

Mike Herzberg data.com
SVB Financial Group
Web Developer Software Engineer
Santa Clara, CA
Last Updated 2013-07-16

Chandran Narasi... data.com
Cisco Systems, Inc.
Web Consulting Software Engine..
San Jose, CA
Last Updated 2013-02-04

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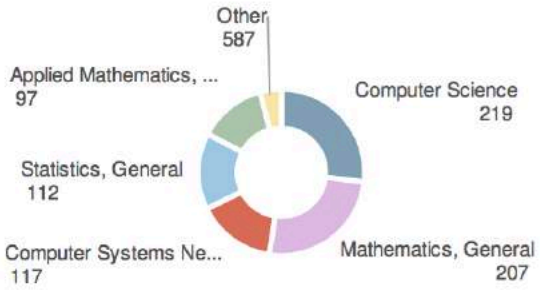
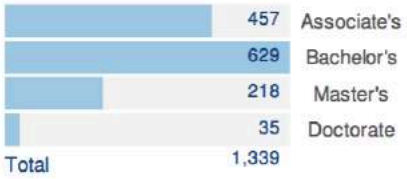
GRADUATE SUPPLY

University / College: **Total Graduate Supply**

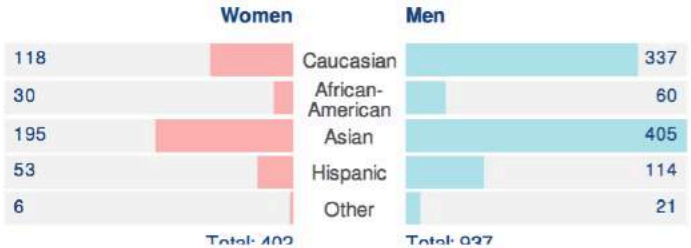
Graduate Program



Graduate Education Level



Graduate Gender and Ethnicity



Admin Jobs
Talent Summary

2016 Computer Jobs Talent Summary

HIRING SCALE

Potential Candidates in the workforce:	Direct Employers currently competing:	Open Jobs posted by Direct Employers:	Average posting duration
373,000	2,415	7,590	40 days

RECRUITMENT INDICATORS

DEMAND PRESSURE

NATIONALLY	47	CANDIDATES / JOB OPENING
LOCALLY	37	CANDIDATES / JOB OPENING

COMPETITIVE INTENSITY

NATIONALLY	417	CANDIDATES / DIRECT EMPLOYER
LOCALLY	154	CANDIDATES / DIRECT EMPLOYER

MARKET SALARY

$22,500	$28,300	$34,750	$41,150	$46,950	Nationally
$28,250	$36,300	$45,200	$54,100	$62,100	Locally

2016 Computer Jobs Talent Summary

CANDIDATE SUPPLY COUNT

Estimated potential candidates who might fit your requirements: 373,000

Baseline	All Candidates in United States	150,486,000
Location	San Francisco-Oakland-Fremon...	2,389,000
Occupation	Office and Administrative Su...	373,000

* All numbers are estimates based on our data and third party data.

SKILLS AND CERTIFICATIONS

Skills

- Accounts payable
- Customer relationship managemen...
- Bilingual
- Accounts Receivable
- Salesforce CRM SFDC

Certifications

- Driver's License
- Accredited Purchasing Practitio...
- HAZMAT
- Certified Social Sourcing Recru...

JOB TITLES

- Administrative Assistant
- Customer Service Representative
- Executive Assistant
- Teller
- Receptionist
- Office Manager
- Bookkeeper
- Accounting Clerk
- Customer Service
- Senior Administrative Assistant

GENDER/ETHNICITY

Candidate Supply: 373,000

Women		Men
120,750	Caucasian	42,000
25,500	African-American	9,850
59,600	Asian	27,700
49,200	Hispanic	22,800
11,400	Other	4,200
Total: 266,450		**Total: 106,550**

EDUCATIONAL ATTAINMENT

Candidate Supply: 373,000 **Current Openings: 7,590**

98,400	High School	5,139
165,150	Associate's	535
90,400	Bachelor's	1,876
15,800	Master's	19
3,250	Doctorate	21

2016 Computer Jobs Talent Summary

ACTIVE COMPETITION

Direct Employers found: 2,415

Wells Fargo
Sutter Health
Bank Of America
University Of California, Berkeley
FedEx
Target Corporation
University of California - San ...
Marriott
Ross Stores
Domino's

HISTORICAL HIRING

Employers found: 17,375

Wells Fargo
Bank Of America
Sutter Health
JPMorgan Chase & Co.
Kaiser Permanente
Lowe's
CITI
University Of California, Berkeley
FedEx
University Of California

SAMPLE PROFILES AND CANDIDATE SEARCH

Stacey M. TalentBin
Employee at Cisco Systems
Cisco Systems
Employee
SF Bay Area

Richard M. TalentBin
Administrator at Hy-Lok
Hy-Lok
Administrator
SF Bay Area

Lynn P. TalentBin
Software Engineer: Accounting, CSS, JavaScript, PHP, Adobe
Orange County Business Ban...
Employee
Orange County

Jesse Gentry data.com
The PMI Group Inc.
Vice President Assistant Corpora..
Walnut Creek, CA
Last Updated 2013-10-30

Robyn Andrew data.com
Chevron Corporation
Upstream Lead Administration A...
San Ramon, CA
Last Updated 2012-09-19

Anita Painitz data.com
Burke School Katherine Delmar
U S Administrative Assistant
San Francisco, CA
Last Updated 2013-11-06

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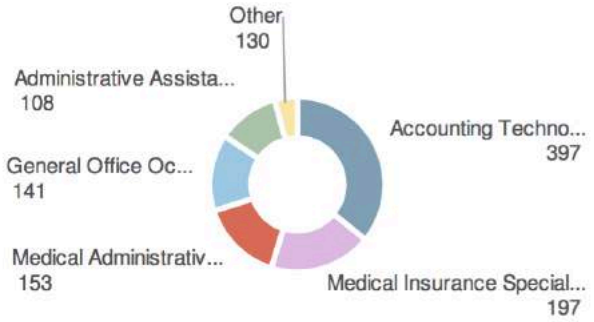
LinkedIn | Indeed | Google | Bing | Facebook | Google+ | Twitter

GRADUATE SUPPLY

University / College: **Total Graduate Supply**

Graduate Program



Graduate Education Level

1,126	Associate's
0	Bachelor's
0	Master's
0	Doctorate
Total 1,126	

Graduate Gender and Ethnicity

Women		Men
237	Caucasian	52
158	African-American	32
263	Asian	82
210	Hispanic	60
25	Other	7
Total: 893		Total: 233

Management Jobs Talent Summary

2016 Management Jobs Talent Summary

HIRING SCALE

Potential Candidates in the workforce:	Direct Employers currently competing:	Open Jobs posted by Direct Employers:	Average posting duration
173,000	4,483	19,553	47 days

RECRUITMENT INDICATORS

DEMAND PRESSURE

NATIONALLY	13	CANDIDATES / JOB OPENING
LOCALLY	7	CANDIDATES / JOB OPENING

COMPETITIVE INTENSITY

NATIONALLY	121	CANDIDATES / DIRECT EMPLOYER
LOCALLY	38	CANDIDATES / DIRECT EMPLOYER

MARKET SALARY

2016 Management Jobs Talent Summary

CANDIDATE SUPPLY COUNT

Estimated potential candidates who might fit your requirements: 173,000

Baseline	All Candidates in United States	150,486,000
Location	San Francisco-Oakland-Fremon...	2,389,000
Occupation	Management Occupations	173,000

* All numbers are estimates based on our data and third party data.

SKILLS AND CERTIFICATIONS

Skills

- Customer relationship managemen...
- Salesforce CRM SFDC
- Software as a Service (SaaS)
- Quality Assurance (QA)
- User Experience design (UX)

Certifications

- Driver's License
- Certified Registered Nurse (RN)
- Certified Public Accountant (CPA)
- Project Management Professional...
- Health Insurance Portability an...

JOB TITLES

- Product Manager
- Sales Manager
- Project Manager
- Account Manager
- Senior Product Manager
- Business Development Manager
- Marketing Manager
- General Manager
- Sales Director
- Product Marketing Manager

GENDER/ETHNICITY

Candidate Supply: 173,000

Women		Men
50,000	Caucasian	60,750
4,250	African-American	3,200
16,300	Asian	16,600
7,450	Hispanic	8,450
3,400	Other	2,600
Total: 81,400		**Total: 91,600**

EDUCATIONAL ATTAINMENT

Candidate Supply: 173,000 **Current Openings: 19,553**

13,700	High School	1,004
32,800	Associate's	245
79,150	Bachelor's	16,924
38,900	Master's	1,127
8,450	Doctorate	253

2016 Management Jobs Talent Summary

ACTIVE COMPETITION

Direct Employers found: 4,483

Oracle
Kaiser Permanente
Genentech
Walmart
Facebook
Wells Fargo
University of California - San ...
Deloitte
Sutter Health
Bank Of America

HISTORICAL HIRING

Employers found: 28,012

Genentech
Wells Fargo
Oracle
Kaiser Permanente
Visa
Gilead Corporation
University Of California
Sutter Health
Gap Inc.
ACCENTURE

SAMPLE PROFILES AND CANDIDATE SEARCH

Derek D. TalentBin
Product Guy & Entrepreneur
Twitter
Product
SF Bay Area

Victor C. TalentBin
Director of Sponsorships at Silicon Valley Product Management...
Silicon Valley Product Manage..
Director of Sponsorships
SF Bay Area

Sumner P. TalentBin
Senior Product Manager
Fitbit
Director, Product Management
SF Bay Area

Marcello Bullara data.com
HP Inc.
Worldwide Support Programs M...
Palo Alto, CA
Last Updated 2013-10-25

Bert Planting data.com
ASML
Worldwide Product Safety Mana...
San Jose, CA
Last Updated 2014-03-17

Shari Cravens data.com
HP Inc.
Worldwide Product Marketing M...
Palo Alto, CA
Last Updated 2014-09-15

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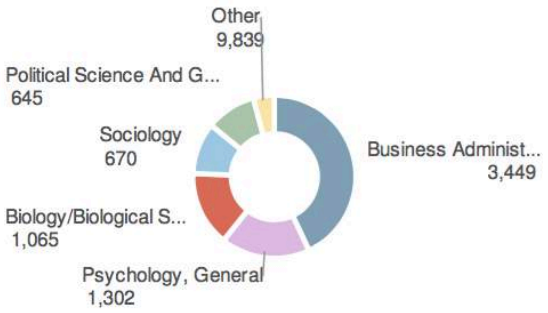
GRADUATE SUPPLY

University / College: **Total Graduate Supply**

Graduate Program



Graduate Education Level

3,068	Associate's
9,592	Bachelor's
3,670	Master's
640	Doctorate
16,970	Total

Graduate Gender and Ethnicity

Women		Men
3,452	Caucasian	3,021
817	African-American	406
3,145	Asian	2,753
1,686	Hispanic	1,067
366	Other	257
Total: 9,466		Total: 7,504

Healthcare Jobs Talent Summary

2016 Healthcare Jobs Talent Summary

HIRING SCALE

Potential Candidates in the workforce:	Direct Employers currently competing:	Open Jobs posted by Direct Employers:	Average posting duration
106,000	807	6,984	57 days

RECRUITMENT INDICATORS

DEMAND PRESSURE

NATIONALLY	10	CANDIDATES / JOB OPENING
LOCALLY	10	CANDIDATES / JOB OPENING

COMPETITIVE INTENSITY

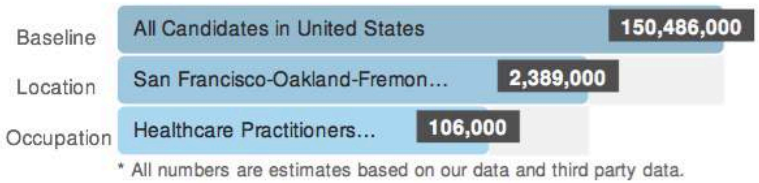
NATIONALLY	244	CANDIDATES / DIRECT EMPLOYER
LOCALLY	131	CANDIDATES / DIRECT EMPLOYER

MARKET SALARY

2016 Healthcare Jobs Talent Summary

CANDIDATE SUPPLY COUNT

Estimated potential candidates who might fit your requirements: 106,000



* All numbers are estimates based on our data and third party data.

SKILLS AND CERTIFICATIONS

Skills

- Pediatrics
- Geriatrics
- Critical care
- Medical-Surgical Nursing
- Quality Assurance (QA)

Certifications

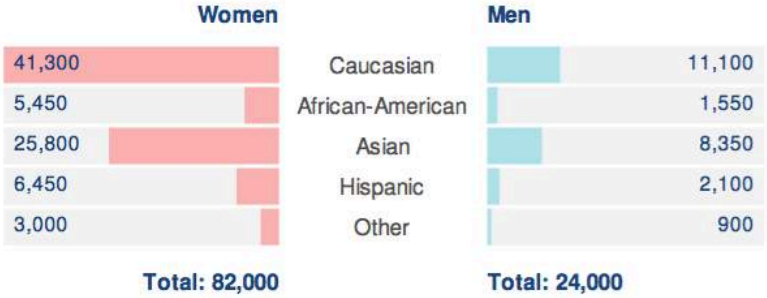
- Certified Registered Nurse (RN)
- Basic Life Support (BLS)
- Certification in Cardiopulmonar...
- Advanced Cardiac Life Support (...
- Pediatric Advanced Life Support...

JOB TITLES

- Physical Therapist
- Registered Nurse
- Occupational Therapist
- Speech Language Pathologist
- Registered Nurse Intensive Care...
- Pharmacy Technician
- Nurse II Inpatient Nursing
- Nursing Intensive Care Unit CCU...
- Registered Nurse Labor Delivery
- Pharmacist

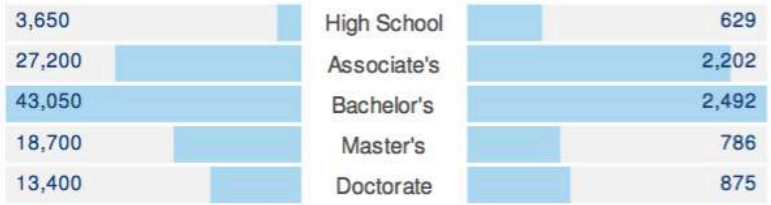
GENDER/ETHNICITY

Candidate Supply: 106,000



EDUCATIONAL ATTAINMENT

Candidate Supply: 106,000 **Current Openings: 6,984**



2016 Healthcare Jobs Talent Summary

ACTIVE COMPETITION

Direct Employers found: 807

Sutter Health
Kaiser Permanente
Mercy Medical Center
California Pacific Medical Center
SUMMIT MEDICAL CENTER
DIGNITY HEALTH
Kindred Healthcare
University of California - San ...
DaVita, Inc.
CVS Health

HISTORICAL HIRING

Employers found: 4,083

Sutter Health
Kaiser Permanente
Kindred Healthcare
DIGNITY HEALTH
Mercy Medical Center
Department of Veterans Affairs
California Pacific Medical Center
Ucsf Medical Center
University Of California
CHW-Catholic Healthcare West

SAMPLE PROFILES AND CANDIDATE SEARCH

Kelly A. (TalentBin)
PT, Specializes in Physical Therapy
Unidentified Company
Employee
SF Bay Area

Vincent L. (TalentBin)
Medical professional licensed in California, specializing in Health...
Movement Discoveries
Aquatic Physical Therapist
SF Bay Area

Mollie N. (TalentBin)
Medical professional licensed in Indiana, specializing in Nursing,...
Sharp Memorial Hospital
Employee
San Diego Area

Susan Johns (data.com)
UCSF Medical Center
THERAPIST, PHYSICAL IV-Sup..
San Francisco, CA
Last Updated 2013-04-25

Rebecca Ferrier (data.com)
UCSF Medical Center
THERAPIST, PHYSICAL III, RE...
San Francisco, CA
Last Updated 2013-04-22

Johnny Fan (data.com)
UCSF Medical Center
THERAPIST, PHYSICAL III, HH...
San Francisco, CA
Last Updated 2013-04-22

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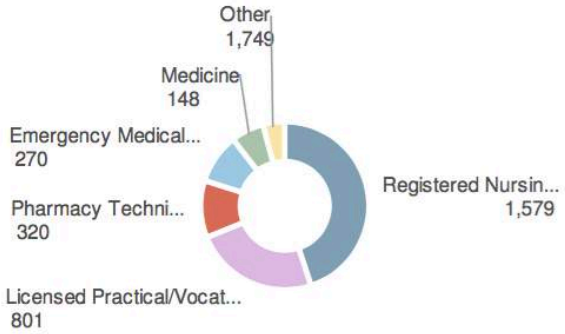
GRADUATE SUPPLY

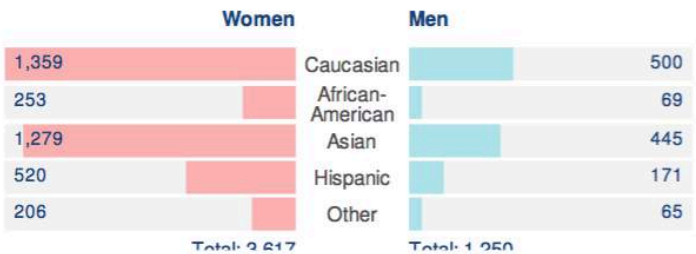
University / College: **Total Graduate Supply**

Graduate Program



Graduate Education Level

Graduate Gender and Ethnicity



Architecture/ Engineering Jobs Talent Summary

2016 Architecture & Eng. Jobs Talent Summary

HIRING SCALE

Potential Candidates in the workforce:	Direct Employers currently competing:	Open Jobs posted by Direct Employers:	Average posting duration
56,000	1,057	3,770	48 days

RECRUITMENT INDICATORS

DEMAND PRESSURE

NATIONALLY	14	CANDIDATES / JOB OPENING
LOCALLY	12	CANDIDATES / JOB OPENING

COMPETITIVE INTENSITY

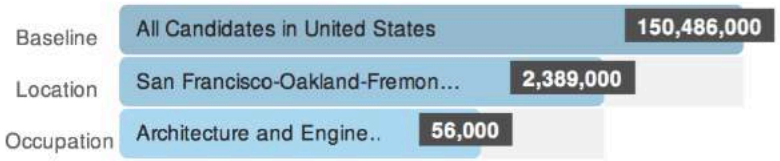
NATIONALLY	142	CANDIDATES / DIRECT EMPLOYER
LOCALLY	52	CANDIDATES / DIRECT EMPLOYER

MARKET SALARY

2016 Architecture & Eng. Jobs Talent Summary

CANDIDATE SUPPLY COUNT

Estimated potential candidates who might fit your requirements: 56,000



* All numbers are estimates based on our data and third party data.

SKILLS AND CERTIFICATIONS

Skills

- Quality Assurance (QA)
- AutoCAD
- Computer Aided Design (CAD)
- Instrumentation
- Quality Systems

Certifications

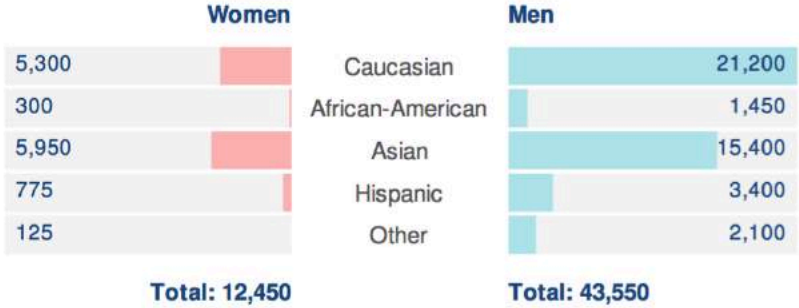
- Professional Engineer (PE)
- Driver's License
- Occupational Safety & Healt...
- Secret Clearance
- Engineer-In-Training (EIT)

JOB TITLES

- Mechanical Engineer
- Quality Engineer
- Electrical Engineer
- Project Engineer
- Engineer
- Manufacturing Engineer
- Process Engineer
- Senior Mechanical Engineer
- Senior Electrical Engineer
- Manufacturing Technician

GENDER/ETHNICITY

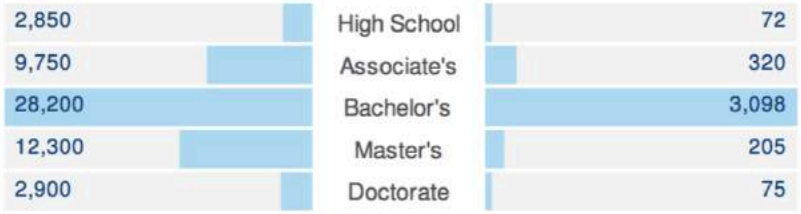
Candidate Supply: 56,000



EDUCATIONAL ATTAINMENT

Candidate Supply: 56,000

Current Openings: 3,770



2016 Architecture & Eng. Jobs Talent Summary

ACTIVE COMPETITION

Direct Employers found: 1,057

Tesla Motors
Sandia Corporation
Parsons Brinckerhoff
Lam Research Corporation
Lawrence Livermore National Lab...
Facebook
Genentech
Thermo Fisher Scientific Inc.
Pacific Gas and Electric
AECOM

HISTORICAL HIRING

Employers found: 7,076

Genentech
Tesla Motors
Pacific Gas and Electric
Sandia Corporation
Gilead Corporation
City and County of San Francisco
Roche Holdings Inc.
URS Corporation
Bayer
Chevron

SAMPLE PROFILES AND CANDIDATE SEARCH

John L. TalentBin
Grumpy
Google [X]
Staff Mechanical Engineer
SF Bay Area

Ricardo L. TalentBin
Mechanical Engineer at Unidentified Company
Unidentified Company
Mechanical Engineer
SF Bay Area

Ryan S. TalentBin
Sr. Mechanical Engineer, Robotic Surgery
Unidentified Company
Employee
SF Bay Area

Benjamin Hor data.com
San Jose State University
Volunteer, Mechanical and Aeros..
San Jose, CA
Last Updated 2013-11-09

Pai-Chung Tseng data.com
San Jose State University
Volunteer, Mechanical and Aeros..
San Jose, CA
Last Updated 2011-10-20

Bryan Burlingame data.com
San Jose State University
Volunteer Lecturer Mechanical a...
San Jose, CA
Last Updated 2013-04-16

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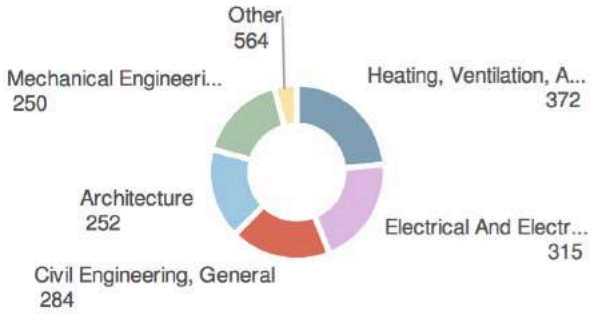
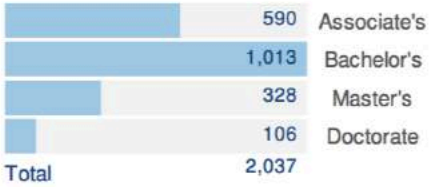
GRADUATE SUPPLY

University / College: **Total Graduate Supply**

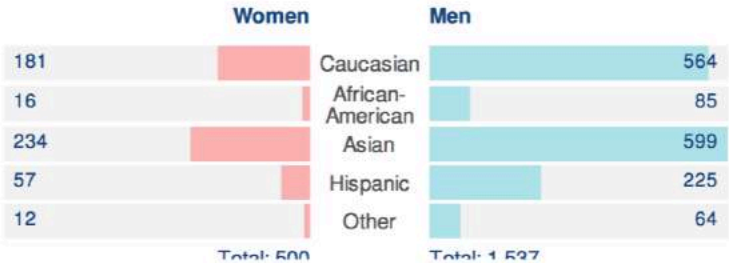
Graduate Program



Graduate Education Level



Graduate Gender and Ethnicity



Teacher & Education Jobs Talent Summary

2016 Teacher & Education Jobs Talent Summary

HIRING SCALE

Potential Candidates in the workforce:	Direct Employers currently competing:	Open Jobs posted by Direct Employers:	Average posting duration
133,000	596	4,185	40 days

RECRUITMENT INDICATORS

DEMAND PRESSURE

NATIONALLY	43	CANDIDATES / JOB OPENING
LOCALLY	30	CANDIDATES / JOB OPENING

COMPETITIVE INTENSITY

NATIONALLY	461	CANDIDATES / DIRECT EMPLOYER
LOCALLY	222	CANDIDATES / DIRECT EMPLOYER

MARKET SALARY

$33,500	$43,100	$53,800	$64,500	$74,150	Nationally
$44,200	$55,250	$67,500	$79,750	$90,750	Locally

2016 Teacher & Education Jobs Talent Summary

CANDIDATE SUPPLY COUNT

Estimated potential candidates who might fit your requirements: 133,000

Baseline	All Candidates in United States	150,486,000
Location	San Francisco-Oakland-Fremon...	2,389,000
Occupation	Education, Training, and...	133,000

* All numbers are estimates based on our data and third party data.

SKILLS AND CERTIFICATIONS

Skills

- Bilingual
- Bilingual Spanish
- Recruitment advertising
- Pediatrics
- Academic affairs

Certifications

- No Child Left Behind Certificat...
- Special Education (SPED)
- Cross-cultural Language and Aca...
- English Language Learner (ELL)
- Early Childhood Education (ECE)

JOB TITLES

- Teacher
- Instructional Designer
- Teacher Education Specialist
- Substitute Teacher
- Preschool Teacher
- Math English Tutor
- Teacher Assistant
- Assistant Education Instruction...
- Grade Teacher
- Tutor

GENDER/ETHNICITY

Candidate Supply: 133,000

Women		Men
57,350	Caucasian	26,400
6,150	African-American	2,100
13,200	Asian	5,850
12,800	Hispanic	4,150
2,850	Other	2,150
Total: 92,350		**Total: 40,650**

EDUCATIONAL ATTAINMENT

Candidate Supply: 133,000 **Current Openings: 4,185**

7,000	High School	338
22,600	Associate's	437
46,500	Bachelor's	2,978
38,300	Master's	236
18,600	Doctorate	196

2016 Teacher & Education Jobs Talent Summary

ACTIVE COMPETITION

Direct Employers found: 596

University Of California, Berkeley
Aspire Public Schools 1
Oakland Unified School District
College of Marin
Education for Change
University of California - San ...
Bright Horizons L.P.
Kaplan, Inc.
Ohlone College
Alameda Unified School District

HISTORICAL HIRING

Employers found: 3,682

University Of California, Berkeley
San Ramon Valley Unified
Oakland Unified School District
Aspire Public Schools 1
Mt. Diablo Unified
West Contra Costa Unified
Bright Horizons L.P.
Alameda Unified School District
Antioch Unified
Knowledge Learning Corporation

SAMPLE PROFILES AND CANDIDATE SEARCH

Agathe B. TalentBin
Software engineer (mobile apps, web apps, context-awareness,...
Misberri, LLC
Employee
SF Bay Area

Rachele K. TalentBin
Journalism professor
San Francisco State University
Journalism professor
SF Bay Area

Geva P. TalentBin
Entrepreneur, Exec, Blogger, Podcaster
Unidentified Company
Board Member
SF Bay Area

Pamela Sanford data.com
The York School
York Teacher
Monterey, CA
Last Updated 2013-06-13

Leslie Sims data.com
Club Swim Inc
Yoga Teacher at Now Yoga and H.
Pleasanton, CA
Last Updated 2013-10-25

Kate Holcombe data.com
Healing Yoga Foundation
Yoga Teacher and Founder and E..
San Francisco, CA
Last Updated 2010-03-01

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Clicking the icons below will open a new window that *automatically* searches for matching candidates.

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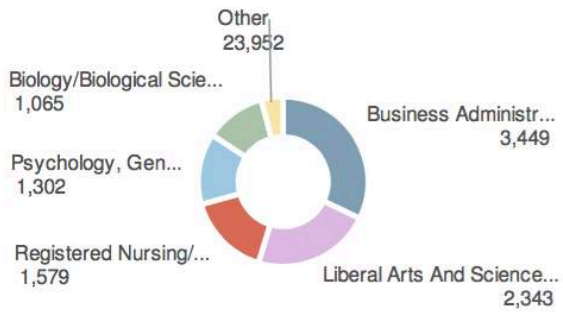
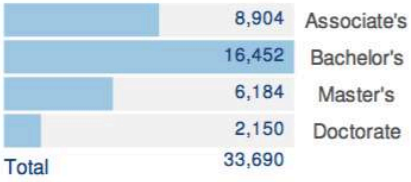
GRADUATE SUPPLY

University / College: **Total Graduate Supply**

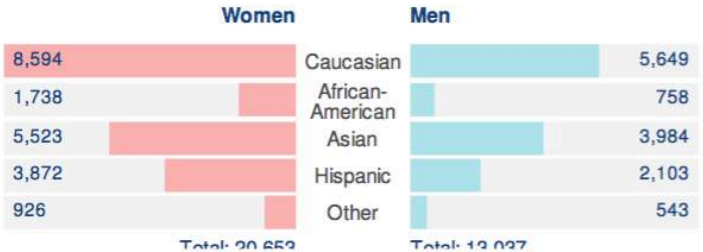
Graduate Program



Graduate Education Level



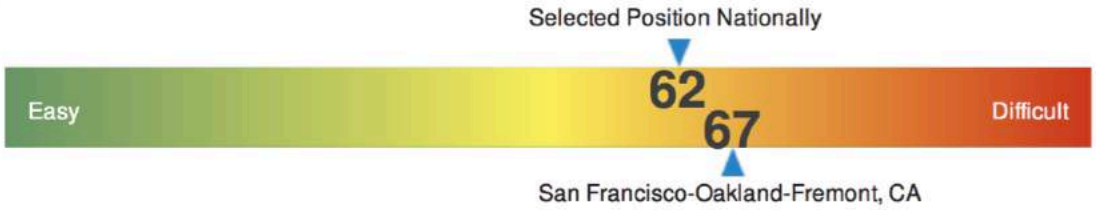
Graduate Gender and Ethnicity



Science & Bio Jobs Talent Summary

2016 Science & Bio Jobs Talent Summary

HIRING SCALE



Potential Candidates in the workforce:	Direct Employers currently competing:	Open Jobs posted by Direct Employers:	Average posting duration
45,000	**613**	**3,108**	54 days

RECRUITMENT INDICATORS

DEMAND PRESSURE

COMPETITIVE INTENSITY

MARKET SALARY

2016 Science & Bio Jobs Talent Summary

CANDIDATE SUPPLY COUNT

Estimated potential candidates who might fit your requirements: 45,000

Baseline	All Candidates in United States	150,486,000
Location	San Francisco-Oakland-Fremon...	2,389,000
Occupation	Life, Physical, and Soc..	45,000

* All numbers are estimates based on our data and third party data.

SKILLS AND CERTIFICATIONS

Skills

- Molecular biology
- Immunology
- Cell biology
- Drug discovery
- Quality control

Certifications

- Driver's License
- Clinical Laboratory Scientist L...
- Good Laboratory Practices certi...
- Doctor of Pharmacy (PharmD)
- School Psychologist

JOB TITLES

- Research Associate
- Research Associate I
- Scientist
- Research Assistant
- Research Associate II
- Laboratory Technician
- Clinical Laboratory Scientist
- School Psychologist
- Senior Research Associate
- Senior Scientist

GENDER/ETHNICITY

Candidate Supply: 45,000

Women		Men
11,600	Caucasian	12,250
200	African-American	400
10,000	Asian	6,950
1,350	Hispanic	1,050
750	Other	450
Total: 23,900		**Total: 21,100**

EDUCATIONAL ATTAINMENT

Candidate Supply: 45,000 **Current Openings: 3,108**

625	High School	85
1,600	Associate's	91
7,700	Bachelor's	1,546
12,500	Master's	230
22,575	Doctorate	1,156

2016 Science & Bio Jobs Talent Summary

ACTIVE COMPETITION

Direct Employers found: 613

- University of California - San ...
- Genentech
- Gilead Corporation
- Thermo Fisher Scientific Inc.
- University Of California
- Bristol Myers Squibb
- Kaiser Permanente
- University Of California, Berkeley
- Lawrence Berkeley National Labo...
- Pfizer

HISTORICAL HIRING

Employers found: 3,189

- Genentech
- Gilead Corporation
- University of California - San ...
- University Of California
- Roche Holdings Inc.
- Kaiser Permanente
- University Of California, Berkeley
- Amgen Inc.
- Lawrence Berkeley National Labo...
- Biomarin Pharmaceutical

SAMPLE PROFILES AND CANDIDATE SEARCH

Horacio Z. (TalentBin)
Sr. Director, Product Management and Strategy at Juniper Networks
Juniper Networks
Sr. Director, Product Manageme...
SF Bay Area

Kevin T. (TalentBin)
Employee at Unidentified Company
Unidentified Company
Employee
SF Bay Area

John M. (TalentBin)
Professional computer programmer with a liberal arts...
Fitbit
Employee
SF Bay Area

Shannon Buckley (data.com)
University of California, San F...
Staff Research Associate-supv, R.
San Francisco, CA
Last Updated 2013-11-05

Jeanselle Dea (data.com)
University of California, San F...
Staff Research Associate-II, MED.
San Francisco, CA
Last Updated 2013-04-22

Lorena Velasquez (data.com)
University of California, San F...
Staff Research Associate, Ucsf F..
San Francisco, CA
Last Updated 2013-11-05

Find resumes on:

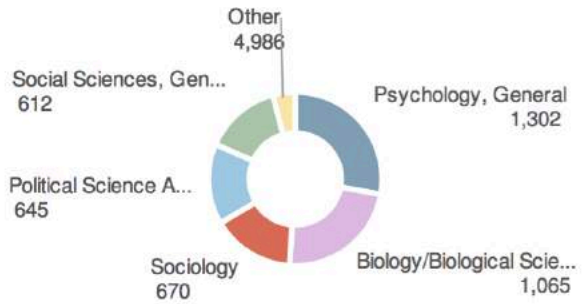
Clicking the icons below will open a new window that *automatically* searches for matching candidates.

LinkedIn | Indeed | Google | Bing | Facebook | Google+ | Twitter

GRADUATE SUPPLY

University / College: **Total Graduate Supply**

Graduate Program



Graduate Education Level

1,224	Associate's
6,147	Bachelor's
1,379	Master's
530	Doctorate
9,280	Total

Graduate Gender and Ethnicity

Women		Men
2,342	Caucasian	1,546
418	African-American	176
1,713	Asian	1,118
1,037	Hispanic	567
221	Other	142
Total: 5,731		Total: 3,549

PACIFIC CREST GROUP

“PCG addressed all of our operations, staffing, contracting, planning, accounting, finance, HR and IT business needs – which allowed our management team to focus on our business growth and client projects delivery. In addition, Crimson gained valuable cost savings, the information needed to better manage the business, and the high quality staffing needed to meet our business objectives. PCG solves your business needs in a highly professional and time effective manner”

Glenn Gow, CEO – Crimson Marketing

Need Help?

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Data provided by CEB