



Labor Market Research on Four Websites

Problem: If your business partner tells you, “We have concerns about recruiting” for a state classification, where should you begin your research?

Solution: You can identify the occupation the state classification is mapped to and learn more about the occupation.

Research Occupation

You can use four different websites to learn more about the occupation:

- [Data.ca.gov](https://data.ca.gov)
State Classification to Federal Occupational Information Network (O*Net) mapping
- [Onetonline.org](https://onetonline.org)
O*Net (Department of Labor)
- [Labormarketinfo.edd.ca.gov](https://labormarketinfo.edd.ca.gov)
EDD: Labor Market Information Division (LMID)
- [CalHR Compensation Surveys](#)
Total Compensation Reports

[Data.ca.gov](https://data.ca.gov)

To identify the occupation that your state classification is mapped to search the Federal O*Net mapping file on the Open Data website. <https://data.ca.gov/>

In this example, we are researching “Associate Governmental Program Analyst” which is mapped to the “Management Analyst” occupation.

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State Classification to Federal O*NET Mapping

Download
 Data API

URL: <https://data.ca.gov/dataset/0d85edbc-3d5f-412a-905a-f48491a64f2d/resource/569a6e89-cfff-4171-b648-a29ca16ade4/download/state-classification-to-federal-onet-soc-code.csv>

Shows State of California Classification mapping to Federal O*NET classification data relating to job classifications.

Data Table

Embed

Add Filter

Show entries

Showing 1 to 2 of 2 entries (filtered from 2,712 total entries)

Search:

_id	Class Code	Class Title	O*Net SOC Code	O*Net SOC Title	Priority
1330	5307	ASSOCIATE GOVERNMENTAL PROGRAM ANALYST, FAIR POLITICAL PRACTICES COMMISSION	13-1111.00	Management Analysts	1
1348	5393	ASSOCIATE GOVERNMENTAL PROGRAM ANALYST	13-1111.00	Management Analysts	1

O*NET OnLine

Occupation keyword search

[Help](#)
[Find Occupations](#)
[Advanced Searches](#)
[O*NET Data](#)
[Crosswalks](#)

[Share](#)
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Management Analysts

13-1111.00

Bright Outlook
 Updated 2022

Conduct organizational studies and evaluations, design systems and procedures, conduct work simplification and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Includes program analysts and management consultants.

Sample of reported job titles: Administrative Analyst, Business Analyst, Business Consultant, Employment Programs Analyst, Management Analyst, Management Consultant, Organizational Development Consultant, Performance Management Analyst, Program Management Analyst

[Summary](#)
[Details](#)
[Custom](#)
[Easy Read](#)
[Veterans](#)
[Español](#)

Contents

Occupation-Specific Information

Tasks

- ◆ Gather and organize information on problems or procedures.
- ◆ Confer with personnel concerned to ensure successful functioning of newly implemented systems or procedures.
- ◆ Analyze data gathered and develop solutions or alternative methods of proceeding.
- ◆ Document findings of study and prepare recommendations for implementation of new systems, procedures, or organizational changes.
- ◆ Plan study of work problems and procedures, such as organizational change, communications, information flow, integrated production methods, inventory control, or cost analysis.

Technology Skills

- ◆ **Data base user interface and query software** — [Airtable](#); [Amazon Elastic Compute Cloud EC2](#) 🔥; [Blackboard software](#); [Transact-SQL](#) 🔥

O*Net (U.S. Dept. of Labor)

To learn about:

Tasks, Technology Skills, Knowledge, Skills, Abilities, and Work Activities associated with the occupation – as well as professional associations. <https://www.onetonline.org/>

EDD's Labor Market Information Division (LMID)

To learn more about your occupation in California search for a “California Occupational Guide.” Example: Management Analysts.

<https://www.labormarketinfo.edd.ca.gov/OccGuides/>

Select [Launch the Occupational Guide](#), then [Search for Occupations](#) and select the Local Area, Job Title, and Occupations to Explore for your search. For this example, *Statewide, Management Analyst, Management Analyst*.

Occupational Guide

The screenshot displays the EDD's Labor Market Information Division (LMID) Occupational Guide search interface. The page is titled "Occupational Guide" and includes a navigation bar with links to "EDD Home" and "LMID Home". Below the navigation bar, there are four main sections: "Occupation Guide Welcome", "Search for Occupations", "Links to More Information", and "FAQ-Glossary".

The "Search for Occupations" section is highlighted and contains three steps:

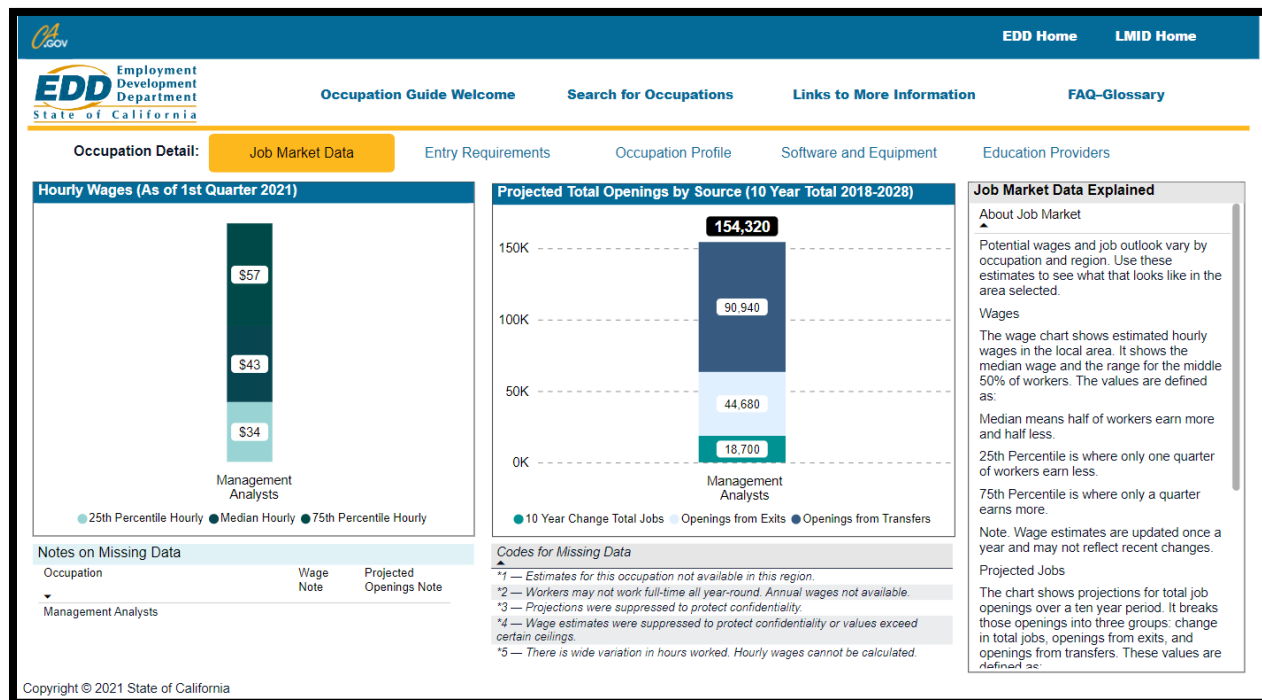
- Step 1: Choose Area for Job Market Data and Education Provider Lists**: This section allows users to select a county from a list. The "Statewide (All Counties)" option is selected.
- Step 2: Narrow Your Search**: This section allows users to search by keyword in job titles. The "Management Analyst" keyword is entered.
- Step 3: Select 1-3 Occupations to Review**: This section allows users to select up to 3 occupations to review. The "Management Analysts" occupation is selected.

Below the search steps, there are several filters and a list of results:

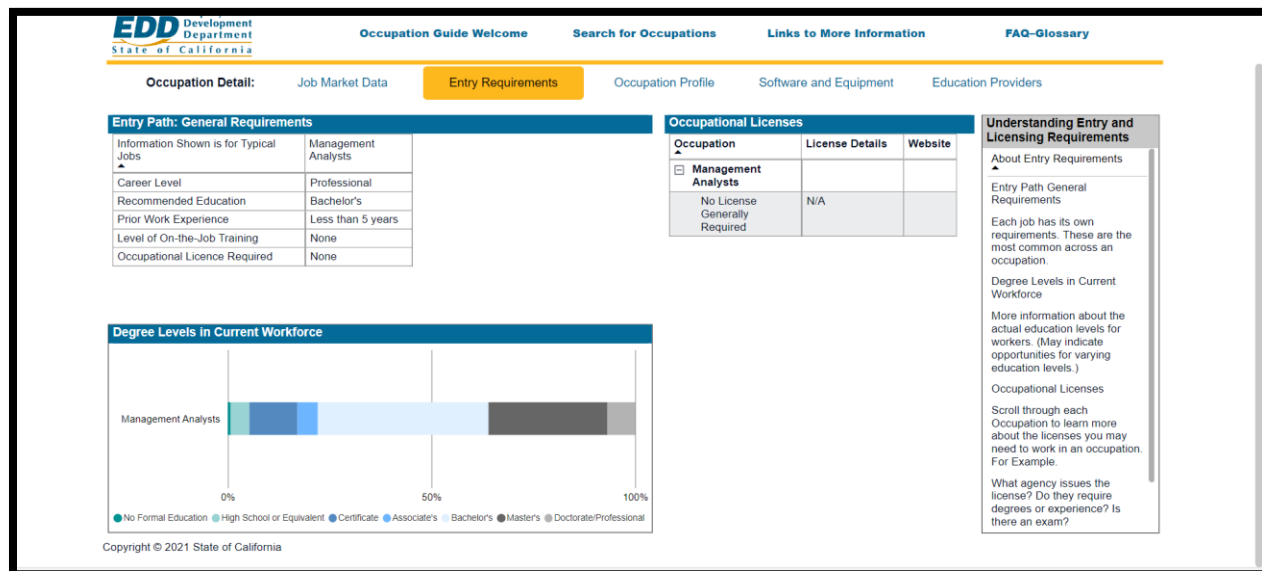
- Local Area Reference List**: A list of local areas and counties, including Bay-Peninsula, Capital Region, East Bay, Inland Empire, Los Angeles Basin, Middle Sierra, and North Bay.
- Filter by Recommended Education**: A dropdown menu set to "All".
- Filter by Prior Work Experience**: A dropdown menu set to "All".
- Filter by 10 Year Job Outlook**: A dropdown menu set to "All".
- Filter by Occupation Group**: A dropdown menu set to "All".
- Filter by Median Hourly Wage (Enter Min & Max)**: Input fields for minimum and maximum wage, with values of \$13 and \$101 entered.
- Current Occupation Selections (Expand to see description.)**: A list of selected occupations, including "Management Analysts".

At the bottom of the search results, there is a green banner that says "SELECTIONS SUCCESSFUL" and a button labeled "Clear All Selections".

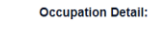
Job Market



Entry Requirements



Occupational Profile



[Occupation Guide Welcome](#)
[Search for Occupations](#)
[Links to More Information](#)
[FAQ-Glossary](#)

Occupation Detail:
Job Market Data
Entry Requirements
Occupation Profile
Software and Equipment
Education Providers

Top Job and Worker Characteristics

Items Listed by Scale and Rank	Management Analysts
Abilities (1)	Oral Comprehension
Abilities (2)	Written Comprehension
Abilities (3)	Oral Expression
Abilities (4)	Written Expression
Abilities (5)	Inductive Reasoning
Interests (1)	Investigative
Interests (2)	Enterprising
Interests (3)	Conventional
Knowledge (1)	Administration and Management
Knowledge (2)	Customer and Personal Service

Top Task Statements

Task Rank	Management Analysts
1	Document findings of study and prepare recommendations for implementation of new systems, procedures, or organizational changes.
2	Interview personnel and conduct on-site observation to ascertain unit functions, work performed, and methods, equipment, and personnel used.
3	Analyze data gathered and develop solutions or alternative methods of proceeding.

Understanding The Occupation Profile

About the Data

Job and Worker Characteristics.

O-net collects information about jobs on eight different scales. They describe the background, values and interests common in workers in that occupation.

Learn More at O*NET Online


Occupation

Management Analysts

[Link to Full O*NET Profile](#)

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Software and Equipment



[Occupation Guide Welcome](#)
[Search for Occupations](#)
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[Occupation Detail:](#)
[Job Market Data](#)
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[Software and Equipment](#)
[Education Providers](#)

Top Software Categories

Item Number	Management Analysts
1	Project management software, Human resources software, Office suite software, Expert system software, Sales and marketing software
2	Data base management system software, Data base user interface and query software, Business intelligence and data analysis software, Customer relationship management CRM software, Data base reporting software, Object oriented data base management software
3	Web platform development

Top Equipment Categories

Item Number	Management Analysts
1	Desktop computers
2	Universal serial bus USB flash drives
3	Liquid crystal display LCD video projectors
4	Laptop computers
5	Personal computers

What This Page Includes

O*NET puts together lists of the software and equipment/tools workers use in each occupation. Each item is grouped into a set of categories. This guide shows the top 5 categories. You can see details on individual programs and tools by using the O*NET link below.

Get Details About the Top Software and Tools at O*NET Online

Occupation	Link to O*NET Profile
Management Analysts	Link

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Employment Projections

You can review employment projections on the LMID [Employment Projections](#) page:

CA Staffing Pattern tab and select your occupation to see job growth by industry

The screenshot shows the EDD Employment Projections page. The 'CA Staffing Pattern' tab is selected. Below the tab, the '2020-2030 California Industry/Occupational Employment Matrix' is displayed. The 'Occupation' tab is active, and 'Management Analysts' is selected. A table titled 'Top Industries that Employ Management Analysts' lists various industries with their 2020 and 2030 employment projections, numeric change, and percentage change.

Industry Code (NAICS)	Industry Title	2020 F*	2030	Numeric Change	Percentage Change
999200	State Government, Excluding Education and Hospitals	25,000	30,300	5,300	21.2%
541900	Management, Scientific, and Technical Consulting Services	15,500	19,200	3,700	23.9%
999300	Local Government, Excluding Education and Hospitals	11,900	12,900	1,000	8.4%
611300	Colleges, Universities, and Professional Schools	5,500	5,900	400	7.3%
541200	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	4,900	5,400	500	10.2%
999100	Federal Government, Excluding Post Office	4,400	5,300	900	20.5%
522000	Credit Intermediation and Related Activities	4,400	4,900	500	11.4%
550000	Management of Companies and Enterprises	4,100	4,600	500	12.2%
524100	Insurance Carriers	4,100	4,500	400	9.8%
561300	Employment Services	2,700	3,700	1,000	37.0%
524200	Agencies, Brokerages, and Other Insurance Related Activities	2,400	2,700	300	12.5%
523000	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	2,400	2,800	400	16.7%
511200	Software Publishers	2,400	3,100	700	29.2%
541500	Computer Systems Design and Related Services	1,900	2,300	400	21.1%
622100	General Medical and Surgical Hospitals	1,600	1,700	100	6.3%
624000	Other Health Care Services	1,600	1,800	200	12.5%

Search Long-Term Projections

You can also research the statewide 10-year occupational projections by selecting and downloading ten-year projections statewide and by county in the Long-Term Projections menu item on same page.

The screenshot shows the EDD Employment Projections page with a sidebar menu. The 'Long Term Projections (Ten-years)' menu item is highlighted with a red box. Other menu items include 'Short Term Projections (Two-years)', 'Job Outlook for California Community College Educational Programs', 'Data Definitions and Sources', and 'Additional Data'.

OEWS Employment and Wage Statistics Tables

To search for wages, download the statewide wage file [Occupational Employment and Wage Statistics \(OEWS\)](#)

Occupational CodeFinder Tool

Are you looking for information on a job but don't know the "official" title or code? Are you looking for corresponding Occupational Employment and Wage Statistics codes? Use the Occupational CodeFinder Tool.

OEWS Employment and Wage Statistics Data Tables**

** The data presented in these tables do not meet the legal requirements for prevailing wage determinations for foreign labor certification purposes or for those working on some government contracts. Visit [Prevailing Wages](#) for information available from other government agencies.

Use the [Wages Data Search Tool](#) to select just the occupation you want, or to compare wages across geography.

OEWS Employment and Wages Data Tables

Geographical Areas	2022 1st Quarter	2021 1st Quarter	2020 1st Quarter	2019 1st Quarter	2018 1st Quarter	2017 1st Quarter	2016 1st Quarter	2015 1st Quarter	2014 1st Quarter	2013 1st Quarter
Excel Files for All Areas in a compressed Zip file	File: 1.2 Mb	File: 1.2 Mb	File: 1.2 Mb	File: 1.2 Mb	File: 1.2 Mb	File: 1.2 Mb	File: 1.2 Mb	File: 1.2 Mb	File: 1.2 Mb	File: 1.2 Mb
State of California	Excel	Excel	Excel	Excel	Excel	Excel	Excel	Excel	Excel	Excel
Alameda County (part of Oakland-Hayward-Berkeley MSA)	Excel	Excel	Excel	Excel	Excel	Excel	Excel	Excel	Excel	Excel
Alpine County (part of Eastern Sierra-Mother Lode Region*)	Excel	Excel	Excel	Excel						
Alpine County (part of Eastern Sierra Region)					Excel	Excel	Excel	Excel	Excel	Excel
Amador County (part of Eastern Sierra-Mother Lode Region*)	Excel	Excel	Excel	Excel						
Amador County (part of Mother Lode Region)					Excel	Excel	Excel	Excel	Excel	Excel
Butte County (Chico MSA)	Excel	Excel	Excel	Excel	Excel	Excel	Excel	Excel	Excel	Excel
Calaveras County (part of Eastern Sierra-Mother Lode Region*)	Excel	Excel	Excel	Excel						
Calaveras County (part of Mother Lode Region)					Excel	Excel	Excel	Excel	Excel	Excel
Colusa County (part of North Valley-Northern Mountains)	Excel	Excel	Excel	Excel						

Statewide Wage File

MSA Code	Geographic Area Name	SOC Code	Occupational Title	May 2021 Employment Estimates	Mean Hourly Wage	Mean Annual Wage	Mean Relative Standard Error (1)	25th Percentile Hourly Wage	50th Percentile (Median) Hourly Wage	75th Percentile Hourly Wage
000006	California	11-9151	Social and Community Service Managers	23,080	\$41.96	\$87,296	1.4	\$29.76	\$37.75	\$49.77
000006	California	11-9161	Emergency Management Directors	640	\$66.39	\$117,294	0.8	\$39.71	\$50.46	\$63.92
000006	California	11-9171	Funeral Home Managers	750	\$40.57	\$84,392	5.9	\$28.87	\$38.67	\$45.80
000006	California	11-9179	Personal Service Managers, All Other	3,520	\$29.09	\$60,511	5.1	\$24.61	\$29.88	\$29.88
000006	California	11-9199	Managers, All Other	86,870	\$79.59	\$165,561	1.0	\$51.01	\$74.95	\$100.00
000006	California	13-0000	Business and Financial Operations Occupations	1,131,460	\$44.60	\$92,775	0.6	\$30.18	\$39.28	\$51.33
000006	California	13-1011	Agents and Business Managers of Artists, Performers, and Athletes	6,250	\$64.83	\$134,832	5.7	\$38.15	\$49.10	\$82.05
000006	California	13-1020	Buyers and Purchasing Agents	46,780	\$37.60	\$78,213	1.4	\$26.51	\$35.82	\$47.51
000006	California	13-1031	Claims Adjusters, Examiners, and Investigators	25,120	\$38.75	\$80,602	2.0	\$30.48	\$38.75	\$47.77
000006	California	13-1032	Insurance Appraisers, Auto Damage	1,720	\$36.65	\$76,226	3.5	\$30.73	\$38.59	\$39.79
000006	California	13-1041	Compliance Officers	42,230	\$42.59	\$88,594	0.7	\$30.42	\$39.77	\$51.09
000006	California	13-1051	Cost Estimators	26,900	\$40.36	\$83,939	1.9	\$28.11	\$38.22	\$49.82
000006	California	13-1071	Human Resources Specialists	84,590	\$40.29	\$83,784	0.9	\$29.68	\$37.87	\$48.76
000006	California	13-1074	Farm Labor Contractors	330	\$27.96	\$58,153	8.5	\$18.62	\$23.52	\$37.77
000006	California	13-1075	Labor Relations Specialists	6,940	\$41.80	\$86,946	4.7	\$29.97	\$39.65	\$50.71
000006	California	13-1081	Logisticians	25,200	\$43.99	\$91,518	1.2	\$31.67	\$40.31	\$51.33
000006	California	13-1090	Project Management Specialists	24,490	\$45.85	\$95,008	1.6	\$32.73	\$42.44	\$54.49
000006	California	13-1111	Management Analysts	106,680	\$50.25	\$104,525	1.5	\$31.74	\$40.64	\$51.42
000006	California	13-1121	Meeting, Convention, and Event Planners	15,130	\$32.33	\$67,225	2.3	\$22.38	\$29.88	\$38.60
000006	California	13-1131	Fundraisers	6,790	\$37.03	\$77,029	3.6	\$24.25	\$31.98	\$43.40
000006	California	13-1141	Compensation, Benefits, and Job Analysis Specialists	10,930	\$40.73	\$84,711	1.1	\$30.56	\$38.37	\$47.92
000006	California	13-1151	Training and Development Specialists	30,320	\$38.37	\$79,820	1.5	\$24.96	\$35.37	\$48.27
000006	California	13-1161	Market Research Analysts and Marketing Specialists	106,110	\$43.15	\$89,747	1.4	\$28.80	\$38.14	\$51.23
000006	California	13-1199	Business Operations Specialists, All Other	182,380	\$41.04	\$85,360	1.0	\$24.45	\$37.61	\$50.25
000006	California	13-2011	Accountants and Auditors	151,320	\$45.96	\$95,607	1.1	\$31.60	\$39.87	\$51.09
000006	California	13-2020	Property Appraisers and Assessors	6,040	\$41.72	\$86,771	2.5	\$30.30	\$38.74	\$48.79
000006	California	13-2031	Budget Analysts	4,570	\$46.25	\$96,183	1.0	\$36.53	\$44.34	\$54.61
000006	California	13-2041	Credit Analysts	7,090	\$45.57	\$94,793	2.8	\$30.14	\$39.06	\$56.10
000006	California	13-2051	Financial and Investment Analysts	35,360	\$53.50	\$111,280	1.8	\$38.66	\$49.10	\$63.06
000006	California	13-2052	Personal Financial Advisors	39,990	\$62.62	\$130,249	3.1	\$30.47	\$49.64	\$80.70
000006	California	13-2053	Insurance Underwriters	7,720	\$44.07	\$91,662	3.8	\$31.02	\$40.02	\$51.33
000006	California	13-2054	Financial Risk Specialists	3,900	\$58.87	\$122,443	3.2	\$39.80	\$51.04	\$72.54
000006	California	13-2061	Financial Examiners	3,710	\$52.92	\$110,075	2.3	\$38.35	\$49.03	\$64.65
000006	California	13-2071	Credit Counselors	1,930	\$28.35	\$58,966	1.4	\$23.22	\$26.01	\$30.80
000006	California	13-2072	Loan Officers	37,120	\$40.89	\$85,072	2.9	\$22.50	\$31.88	\$49.87
000006	California	13-2081	Tax Examiners and Collectors, and Revenue Agents	8,490	\$35.31	\$73,435	0.2	\$24.92	\$31.68	\$40.22
000006	California	13-2082	Tax Preparers	8,310	\$29.77	\$61,932	5.5	\$18.70	\$25.45	\$37.64
000006	California	13-2099	Financial Specialists, All Other	18,100	\$45.06	\$93,732	7.7	\$28.78	\$38.33	\$51.50

Read CalHR Total Compensation Reports

For several years, CalHR has published total compensation reports comparing state compensation at occupational level.

[Compensation Surveys - CalHR](#)

CalHR
CALIFORNIA DEPARTMENT OF HUMAN RESOURCES

CA.GOV ABOUT US CONTACT US NEWSROOM CALHR CAREERS

Search...

JOB SEEKERS STATE EMPLOYEES STATE SUPERVISORS / MANAGERS **STATE HR PROFESSIONALS** STATE RETIREES

Compensation Surveys

Total Compensation Surveys

Government Code section 19826(c) and provisions of the Budget Act require CalHR to compare total compensation of State of California employees with employees working in comparable occupations in local government, federal government, and the private sector.

Beginning in 2013, the report compared of State of California employee wages, pay differentials, health benefits, retirement, paid leave, and other compensation. Prior to 2013, the report compared the maximum salaries and maximum benefits of State of California employees with the median maximum salaries and median maximum benefits paid to employees performing similar work at local public sector employers throughout California.

- [2021 California State Employee Total Compensation Report \(1, 3, 4, 7, 11, 14, 15, 16, 17, 19, 20, and 21\)](#)
- [2020 California State Employee Total Compensation Report \(bargaining units 2, 9, 10, 12, 13, and 18\)](#)
- [2018 California State Employee Total Compensation Report \(bargaining units 9, 10, 12, 16, and 19\) | 2018 California State Employee Total Compensation Report \(RTF\)](#)
- [2018 California State Employee Total Compensation Report \(bargaining units 1, 3, 4, 11, 14, 15, 17, 20,](#)

State HR Professionals

- Salaries
- Elected Officials' Salaries
- Exempt Employee Salaries
- Pay Differentials
- Pay Scales
- Personal Services Contracts
- Salary Surveys**

There is a pretty good chance the occupation you are researching has already appeared in one of these reports. Beginning with the 2021 Report you can review information in the inactive dashboard. Prior year reports are available in a searchable PDF format.

2021 Total Compensation Report



CALIFORNIA DEPARTMENT OF HUMAN RESOURCES

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2021 Total Compensation Report

[Report Findings](#)[Authority and Background](#)[Survey Findings: Total Compensation](#)[Geographic Comparisons](#)

Executive Summary

California's state government competes for its workforce with local government agencies, as well as with the private sector and the federal government. This makes it critical for the state to understand how its compensation compares with other employers.

Making simple wage comparisons, however, provides an incomplete picture. It is analogous to comparing the value of one home to another, without considering the size or location of the land. This is the reason that statutes require the California Department of Human Resources (CalHR) to compare state employee salaries and benefits with public and private sector employers.

To meet this challenge, CalHR turned to the U.S. Department of Labor's Bureau of Labor Statistics (Bureau), which produces two of the nation's most comprehensive wage and benefit surveys: the Occupational Employment Statistics (OES) survey and the National Compensation Survey (NCS).

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Occupation Total Compensation Comparison

Select an Occupation

BU 01 - Management Analysts

Statewide Monthly Total Compensation

Wage Average of Benefits

Category	Wage	Average of Benefits	Total
California Government	\$6,277	\$4,542	\$10,819
Market Average	\$8,379	\$4,300	\$12,678
Local Government	\$7,715	\$4,972	\$12,687
Private Sector	\$8,707	\$3,840	\$12,547
Federal Government	\$8,553	\$4,884	\$13,437

Occupation Federal Definition

Employees in this occupation conduct organizational studies and evaluations, design systems and procedures, conduct work simplification and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Includes program analysts and management consultants.

State Classifications in Occupation

CBID	Class Code	Class Title	Employee Count
R01	5393	ASSOCIATE GOVERNMENTAL PROGRAM ANALYST	11,814
R01	5157	STAFF SERVICES ANALYST (GENERAL)	5,167
S01	4800	STAFF SERVICES MANAGER I	4,395
S01	4801	STAFF SERVICES MANAGER II (SUPERVISORY)	1,472
R01	8338	HEALTH PROGRAM SPECIALIST I	490
R01	8336	HEALTH PROGRAM SPECIALIST II	180
R01	4616	PUBLIC UTILITIES REGULATORY ANALYST V	140
R01	5334	ASSOCIATE OPERATIONS SPECIALIST, FRANCHISE TAX BOARD	90
R01	5304	ASSOCIATE ADMINISTRATIVE ANALYST - ECONOMIC DEVELOPMENT	83

24,666

Total Employee Count

55

Count of Classifications

Percent of State Employees by Region

Region	Percentage
Sacramento Region	78.2%
San Francisco Region	7.4%
Los Angeles Region	7.1%
All Other Counties	6.1%
San Diego County	1.2%

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average

-17.2%

Local Government

-17.3%

Private Sector

-16.0%

Federal Government

-24.2%

State employee counts and wages from March 2021

