Marin County
Employment Trends Report

BEACON ECONOMICS

Marin County Overview

Marin County's labor market has contracted over the last year. Total employment in the County fell by 0.8%, trailing the state's growth rate of 0.5%. Payroll losses would have been more severe without the significant surge in local Health Care employment, which expanded by 3.8% year-over-year, trailing the state's 6.2% growth rate. Without these gains, employment levels in the County fell by 1.6% over the past year.

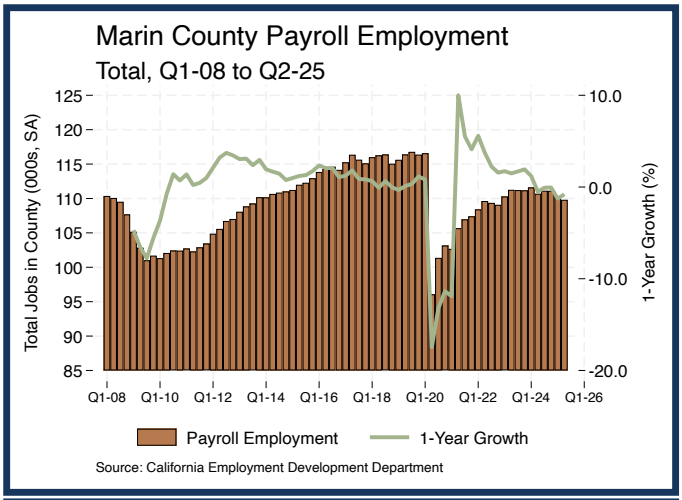
Gains in the Health Care sector are not surprising given Marin County's aging population. The number of residents over the age of 65 grew by 14,027 from 2014 to 2024, a 28.1% increase; this compares to a 30.8% increase in the 65 and over population across California. In addition, all of the County's major Health Care subsectors expanded over the last year, with Hospitals, Social Assistance, and Nursing and Residential Care Facilities responsible for the majority of the job gains. Over the last six years, Health Care has expanded by 4.6% in the County, trailing the state's 23.3% growth.

Other locally serving industries have also grown over the last year, with Health Care, Leisure and Hospitality, and Government expanding. This echoes statewide trends where locally serving industries are also driving overall job gains, despite declines in other sectors.

Job losses have occurred in a majority of Marin County's major industries, but were most pronounced in Professional, Scientific, and Technical Services, Admin Support, Manufacturing, and Retail Trade, which collectively shed over 1,790 jobs during the last year. In absolute terms, the largest losses occurred in Professional, Scientific, and Technical Services, driven primarily by a decline in the Computer Systems Design and Related Services and Accounting, Tax Preparation, Bookkeeping, and Payroll Services subsectors.

Job growth was mixed across subregions over the last year. Growth was positive in Central and West Marin, which added a combined 590 jobs, but payrolls fell sharply in San Rafael, declining by 875 over the last year. Payrolls also fell in Southern Marin and Novato. Since the fourth quarter of 2019, only Central Marin (0.8%) and Novato (0.7%) have expanded their payrolls. In Southern Marin (-4.3%) and San Rafael (-4.4%) payrolls are still well below pre-pandemic levels, while payrolls in West Marin are at pre-pandemic levels.

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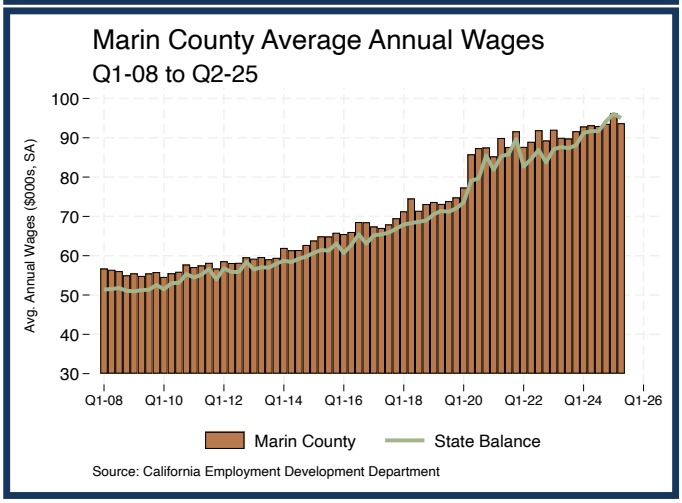


Table 1: Establishment Births/Deaths

Year	Firm Births	Firm Deaths	Total Net Increase	Total Firms*
2021	273	209	+64	6,034
2022	353	158	+195	6,229
2023	282	172	+110	6,339
2024	228	112	+116	6,455
2025 YTD	102	73	+29	6,484

*Establishments with 3 or more employees

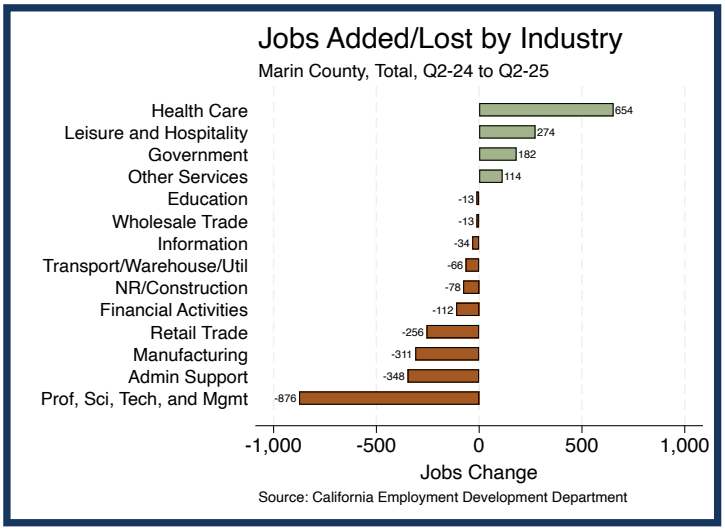
Table 2: Employment in Q2-25 by Establishment Size

Establishment Type	Total Emp.	Growth Since Q2-24 (%)	Total Est.
Less than 4 Employees	12,280	5.2	7,250
4 to 9 Employees	13,843	0.2	2,059
10 to 49 Employees	36,880	0.1	1,658
50 to 250 Employees	32,032	-3.2	340
More than 250 Employees	15,277	-2.9	26

Overview

- Payroll employment in Marin County has fallen by 5.6% since the fourth quarter of 2019, trailing a 3.2% increase in California as a whole over the same period.
- At the industry level, Health Care; Leisure and Hospitality; Government; Other Services; and Education added the largest number of jobs in Marin County from the second quarter of 2024 to the second quarter of 2025.
- At the subsector level, Executive, Legislative and Other General Government; Personal and Laundry Services; Accommodation; Hospitals; and Social Assistance added jobs at the fastest pace from the second quarter of 2024 to the second quarter of 2025
- Wages in Marin County grew by 0.5% from the second quarter of 2024 to the second quarter of 2025. This trails a 3.6% increase in California as a whole over the same period.
- At the industry level in Marin County, Information; Financial Activities; Transportation, Warehousing, and Utilities; Education; and Government wages were the fastest growing from the second quarter of 2024 to the second quarter of 2025.
- Over the last year, employment growth was strongest at establishments employing fewer than four workers, with those payrolls growing by 5.2% from the second quarter of 2024 to the second quarter of 2025.
- There were 4,877 unique job postings in Marin County in April 2026, a 666 decline from one year ago. Education and Health Care accounted for the largest number of job postings in the County.

Employment Growth



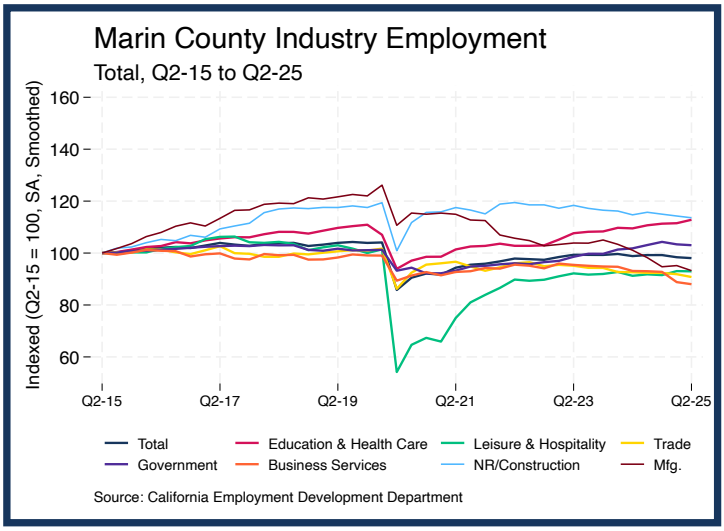


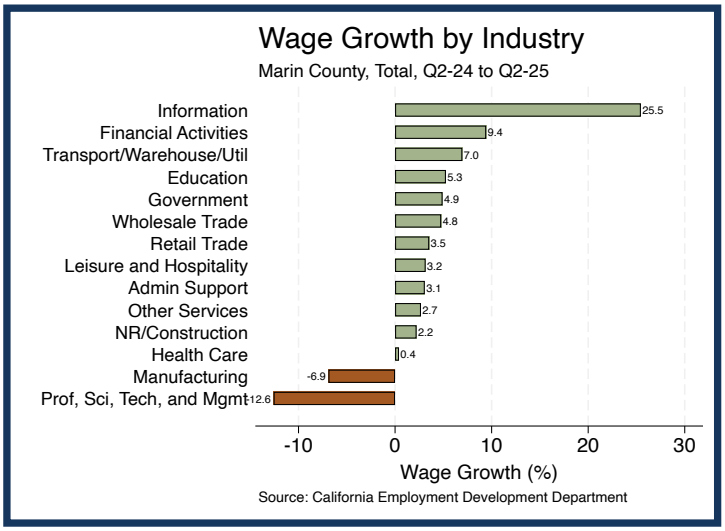
Table 3: Employment by Industry: Q2-25

Industry	Employment (#)	1-Year Growth County (%)	1-Year Growth State (%)	6-Year Growth County (%)	6-Year Growth State (%)	County Location Quotient
Health Care	18.0	+3.8	+6.2	+4.6	+23.3	1.0
Leisure and Hospitality	14.7	+1.9	+0.0	-9.7	-1.5	1.2
Retail Trade	13.0	-1.9	-0.9	-11.5	-5.6	1.4
Prof, Sci, Tech, and Mgmt	10.2	-7.9	-1.2	-16.1	+5.5	1.0
NR/Construction	7.8	-1.0	-2.4	-3.4	-1.4	1.0
Other Services	6.2	+1.9	+0.5	+2.5	+4.2	1.8
Admin Support	5.9	-5.6	-1.1	-1.3	-5.0	0.9
Financial Activities	4.8	-2.3	-1.2	-14.7	-5.5	1.0
Education	3.9	-0.3	+2.8	-4.7	+14.8	1.7
Manufacturing	3.7	-7.8	-2.6	-23.4	-7.7	0.5
Information	2.7	-1.2	-2.5	+3.8	-3.7	0.9
Wholesale Trade	2.1	-0.6	-2.1	-11.6	-7.5	0.5
Transport/Warehouse/Util	1.4	-4.6	+0.7	+14.9	+20.5	0.3
Total Private	94.4	-1.1	+0.3	-6.7	+2.9	1.0
Government	15.4	+1.2	+1.5	+1.3	+6.6	1.0
Total	109.8	-0.8	+0.5	-5.7	+3.4	1.0

Table 4: One-Year Employment Growth
Fastest Growing Subsectors with 250+ employees: Q2-25

Subsector	Total Emp.	Growth (%)	Wage ($000s)
Executive, Legislative, and Other General Govern	3,103	+41.9	92.0
Personal and Laundry Svcs.	1,878	+15.7	54.5
Accommodation	1,312	+7.6	53.6
Hospitals	3,515	+7.5	122.4
Social Assistance	5,190	+5.8	43.9
Nursing and Residential Care	3,708	+5.1	60.9

Wage Growth



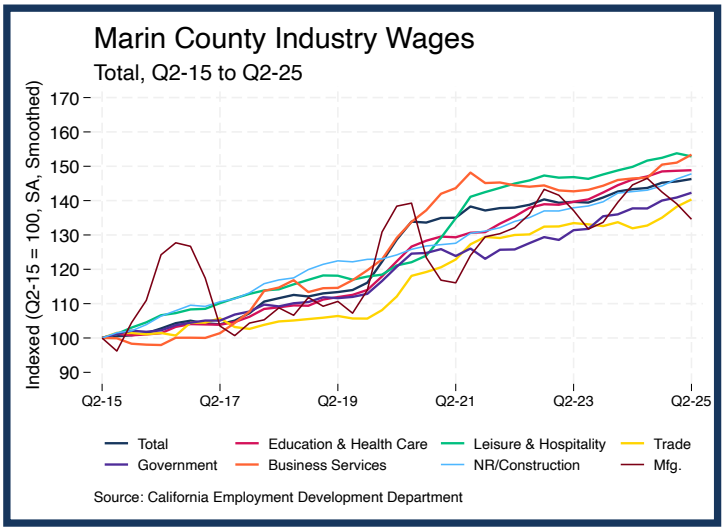


Table 5: Annual Average Wages by Industry: Q2-25

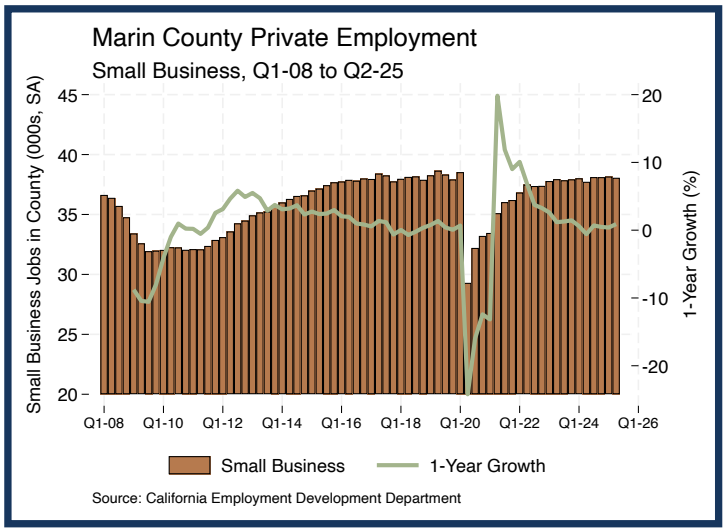
Industry	Avg. Wage ($000s)	1-Year Growth County (%)	1-Year Growth State (%)	6-Year Growth County (%)	6-Year Growth State (%)	County vs. State (%)*
Information	255.8	+25.5	+8.6	+84.7	+59.3	-17.4
Financial Activities	186.6	+9.4	+5.2	+51.0	+31.6	26.9
Manufacturing	170.7	-6.9	+7.9	+33.0	+29.6	34.2
Prof, Sci, Tech, and Mgmt	141.1	-12.6	+5.0	+5.7	+41.5	-23.8
Wholesale Trade	125.0	+4.8	+5.3	+28.2	+36.8	12.5
Transport/Warehouse/Util	99.1	+7.0	+0.6	+29.9	+27.3	13.4
NR/Construction	94.0	+2.2	+4.5	+21.4	+27.5	18.6
Health Care	83.2	+0.4	+1.3	+29.8	+23.4	25.4
Admin Support	74.2	+3.1	+0.3	+38.8	+33.2	16.7
Education	71.9	+5.3	+2.6	+33.8	+22.4	4.8
Other Services	62.4	+2.7	+2.6	+36.0	+31.4	11.7
Retail Trade	58.9	+3.5	+3.0	+31.9	+32.7	16.7
Leisure and Hospitality	40.3	+3.2	+4.0	+30.6	+33.7	-6.1
Total Private	92.8	-0.2	+3.8	+28.1	+33.6	-2.5
Government	99.4	+4.9	+2.8	+27.1	+30.2	5.3
Total	93.7	+0.5	+3.6	+28.0	+33.1	-1.4

*Industry wage relative to the average annual wage for the industry in the State

Table 6: One-Year Wage Growth
Fastest Growing Subsectors with 250+ employees: Q2-25

Subsector	Wage ($000s)	Growth (%)	Total Emp.
Admin of Environmental Quality Programs	76.5	+42.5	258
Real Estate	114.0	+31.7	1,805
Motion Picture and Sound Recording Industries	104.6	+30.2	348
Performing Arts, Spectator Sports, and Related I	79.2	+26.9	552
Publishing Industries	402.7	+17.6	1,892
Motor Vehicle and Parts Dealers	101.7	+11.7	1,478

Small Business Insights[1]



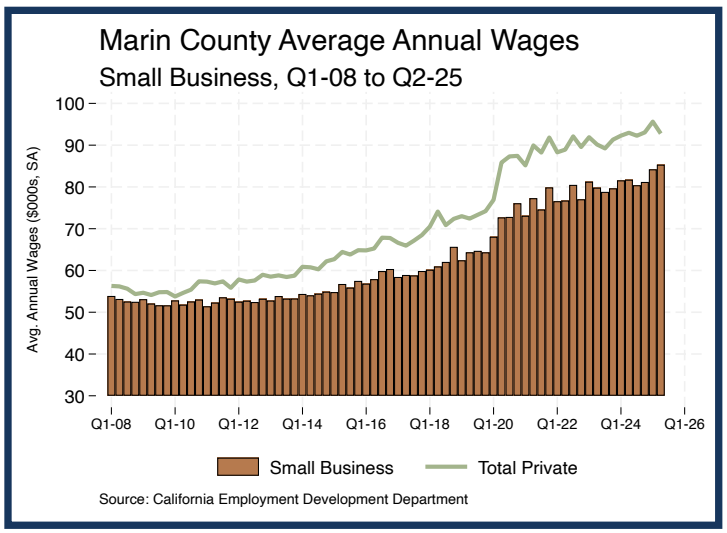


Table 7: Small Business Employment by Industry: Q2-25

Industry	Employment (#)	1-Year Growth Small Business (%)	1-Year Growth Total Private (%)	Small Share of Total (%)
Leisure and Hospitality	8,561	+5.4	+1.9	58.2
NR/Construction	5,512	-1.7	-1.0	70.7
Health Care	4,494	+4.4	+3.8	25.0
Prof, Sci, Tech, and Mgmt	4,133	-2.5	-7.9	40.7
Retail Trade	3,338	-1.3	-1.9	25.6
Other Services	3,114	+6.4	+1.9	49.9
Admin Support	2,200	-8.0	-5.6	37.2
Financial Activities	1,877	-0.2	-2.3	38.7
Education	1,298	+6.3	-0.3	33.7
Wholesale Trade	1,202	+1.8	-0.6	57.2
Manufacturing	1,027	-6.1	-7.8	27.8
Information	811	-5.7	-1.2	29.7
Transport/Warehouse/Util	499	-3.9	-4.6	36.6
Total Private	38,066	+0.9	-1.1	40.3

Table 8: Small Business Annual Avg. Wages by Industry: Q2-25

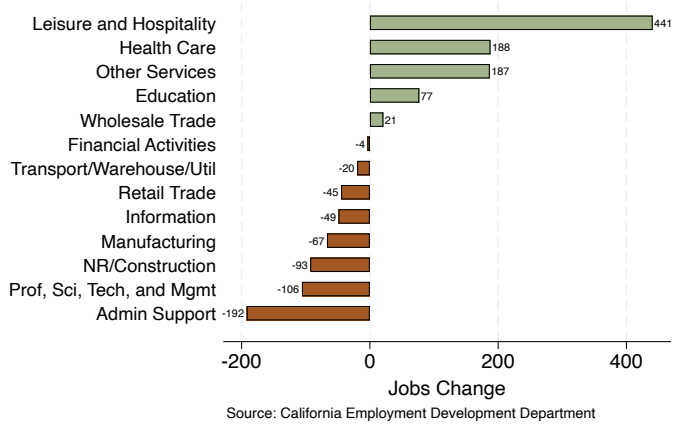
Industry	Avg. Wage ($000s)	1-Year Growth Small Business (%)	1-Year Growth Total Private (%)	Small vs. Total (%)*
Financial Activities	234.7	+18.7	+9.4	25.8
Prof, Sci, Tech, and Mgmt	142.2	+4.0	-12.6	0.7
Information	138.2	+12.3	+25.5	-46.0
Wholesale Trade	130.1	+1.7	+4.8	4.1
NR/Construction	90.3	+3.5	+2.2	-4.0
Manufacturing	85.0	+4.3	-6.9	-50.2
Transport/Warehouse/Util	79.8	+1.8	+7.0	-19.5
Health Care	78.5	+2.2	+0.4	-5.7
Admin Support	76.8	+4.6	+3.1	3.5
Retail Trade	68.7	+9.7	+3.5	16.7
Other Services	60.9	+1.1	+2.7	-2.3
Education	56.3	+1.8	+5.3	-21.8
Leisure and Hospitality	36.6	+0.7	+3.2	-9.3
Total Private	85.3	+4.4	-0.2	-8.0

*Industry wage relative to the average annual wage for the industry in the County

[1]Small business is defined as businesses with only one establish and between 4 and 49 employees

Jobs Added/Lost by Private Industry

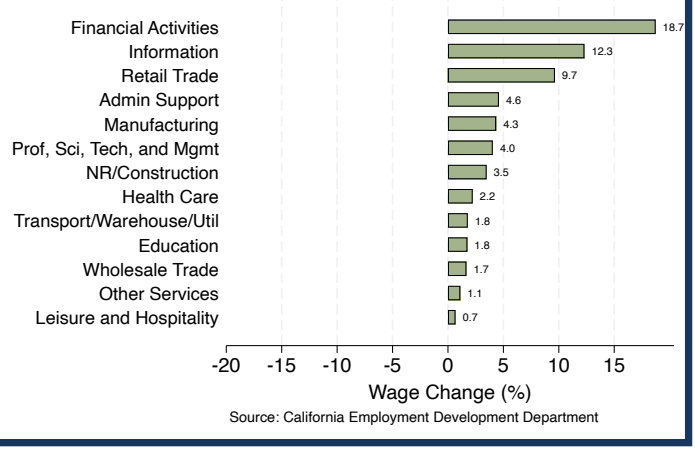
Marin County, Small Business, Q2-24 to Q2-25



Source: California Employment Development Department

Wage Growth by Private Industry

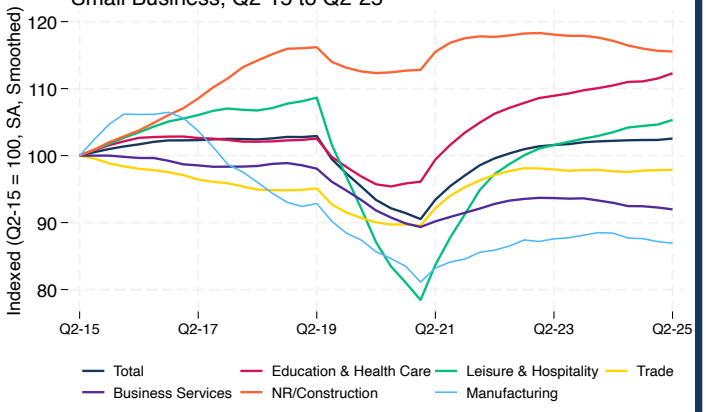
Marin County, Small Business, Q2-24 to Q2-25



Source: California Employment Development Department

Marin County Private Industry Employment

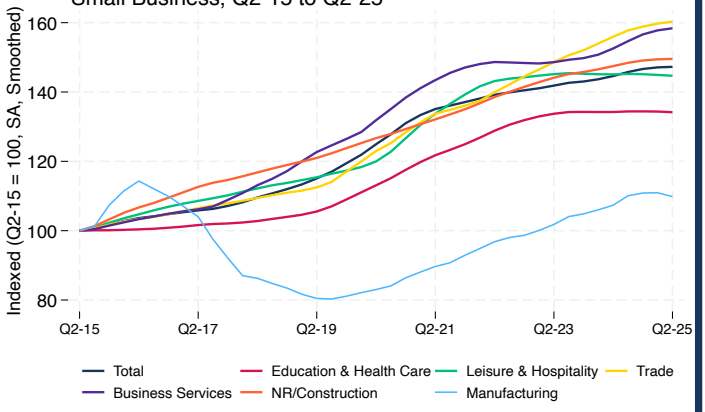
Small Business, Q2-15 to Q2-25



Source: California Employment Development Department

Marin County Private Industry Wages

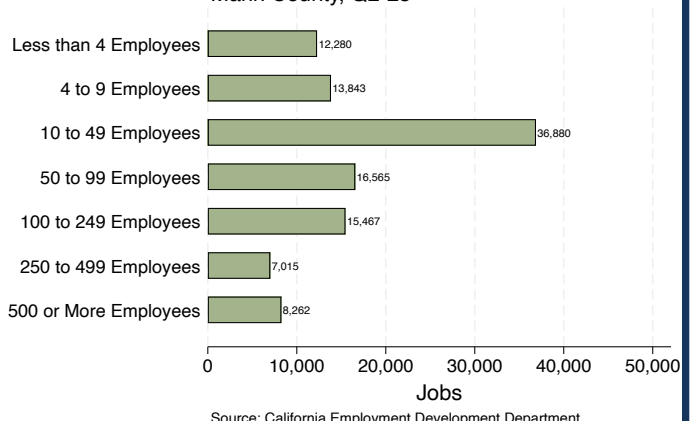
Small Business, Q2-15 to Q2-25



Source: California Employment Development Department

Jobs by Establishment Size

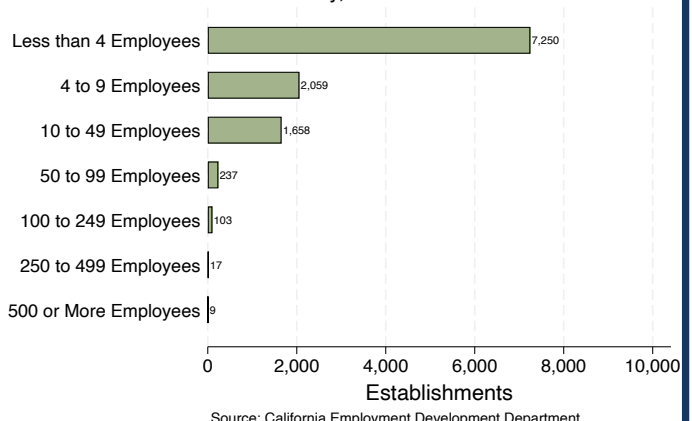
Marin County, Q2-25



Source: California Employment Development Department

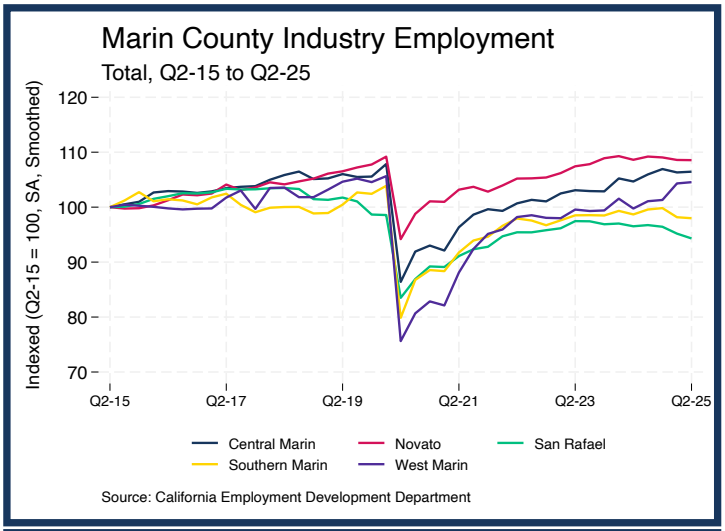
Establishments by Establishment Size

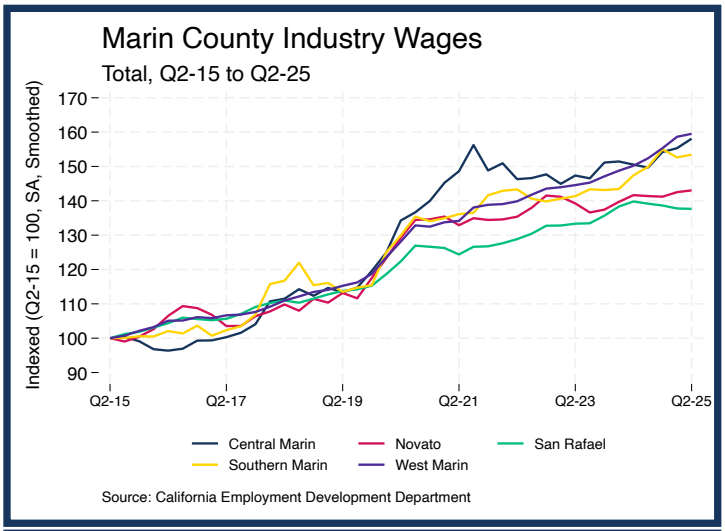
Marin County, Q2-25

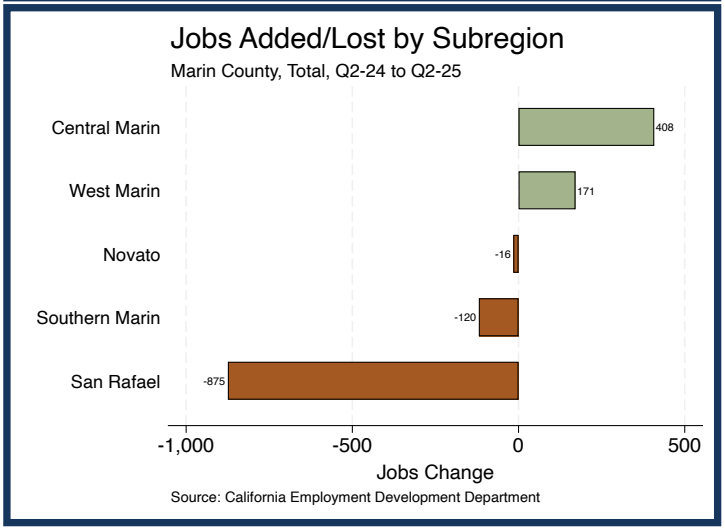


Source: California Employment Development Department

Subregional Insights







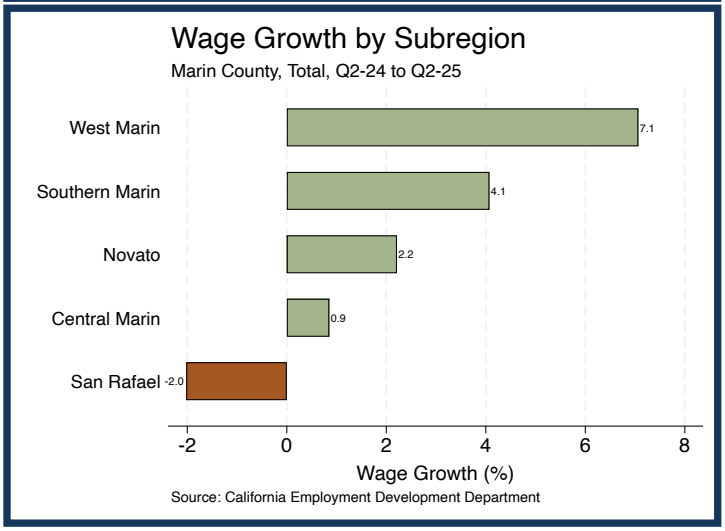


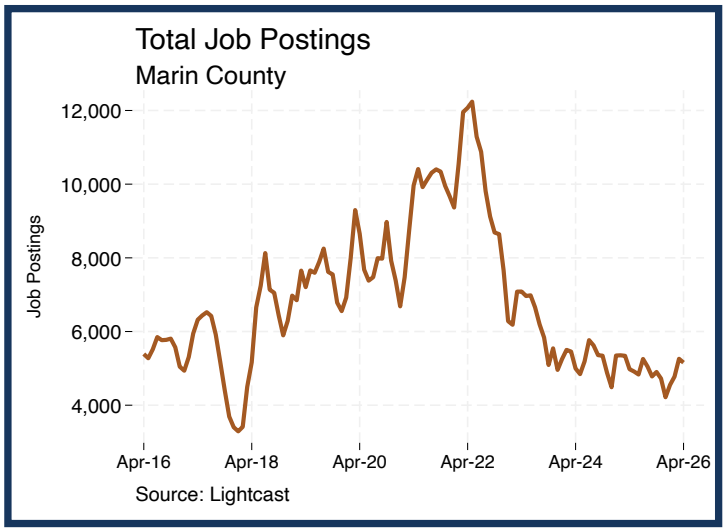
Table 9: Subregional Employment Growth

Subregion	Employment (#)	1-Year Growth (%)	3-Year Growth (%)
Central Marin	24,360	1.7	5.7
Novato	24,950	-0.1	3.2
San Rafael	37,252	-2.3	-1.2
Southern Marin	16,966	-0.7	0.0
West Marin	3,736	4.8	6.5

Table 10: Subregional Wage Growth

Subregion	Avg. Wage ($)	1-Year Growth (%)	3-Year Growth (%)
Central Marin	97,377	2.1	0.9
Novato	109,266	2.2	9.5
San Rafael	82,703	-2.0	7.2
Southern Marin	93,977	4.3	6.0
West Marin	65,988	7.2	15.7

Job Postings



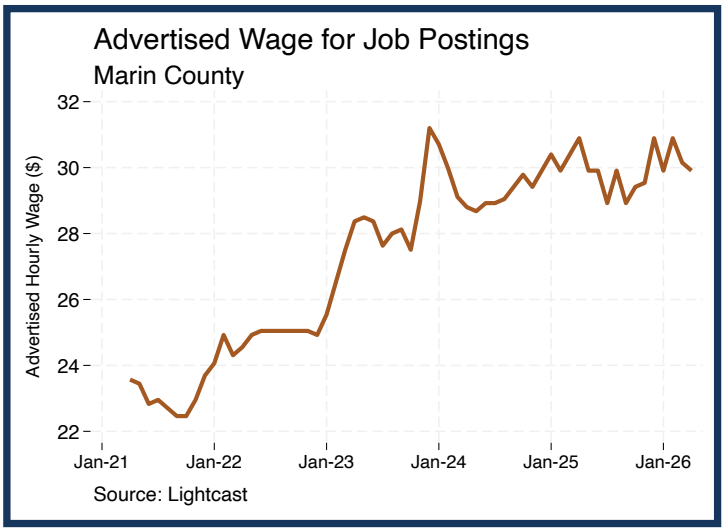


Table 11: Marin County Job Postings

Industry	Job Postings Apr-25	Job Postings Apr-26	1-Year (Change)
Total	5543	4877	-666
Education/Health	1397	1320	-77
Unclassified Industry	956	943	-13
Retail Trade	900	761	-139
Prof, Sci, Tech, and Mgmt	373	327	-46
Leisure and Hospitality	364	287	-77
Financial Activities	244	263	19
Manufacturing	327	229	-98
Other Services	172	141	-31
Transport/Warehouse/Util	148	130	-18
NR/Construction	104	120	16
Admin Support	188	118	-70
Public Administration	119	85	-34
Wholesale Trade	168	83	-85
Information	83	70	-13

Data Description

The data contained within this report are derived from establishment-level payroll data furnished by the California Employment Development Department (EDD). The EDD collects employment and wage data for every establishment enrolled in the State's Unemployment Insurance program. Entities such as nonprofit organizations that employ less than 4 workers, railroad workers, and workers in school systems that are owned and operated by religious institutions are omitted from this data set.

In order to link individual establishments from one quarter to the next, Beacon Economics developed a method of cleaning, processing, and linking the raw data provided by the EDD. This process amends, adds, or deletes data items, so there will not be a one-to-one relationship between the raw EDD data and the post-process data. Here is a list of a few key steps made by Beacon Economics while processing the data.

- Matching individual establishment records over time
- Re-examining records without exact matches
- Ensuring that cleaning process has resulted in a consistent time series
- Creating consistent industry codes for establishments over time

The publication of data that would disclose an individual firm's employment or wage information is prohibited under the Bureau of Labor Statistic's guidelines of confidentiality. Aggregate data is not published if it represents fewer than three private employers or if one private employer represents 80% or more of the data.

About Beacon Economics

Founded in 2007, Beacon Economics, an LLC and certified Small Business Enterprise with the state of California, is an independent research and consulting firm dedicated to delivering accurate, insightful, and objectively based economic analysis. Employing unique proprietary models, vast databases, and sophisticated data processing, the company's specialized practice areas include sustainable growth and development, real estate market analysis, economic forecasting, industry analysis, economic policy analysis, and economic impact studies. Beacon Economics equips its clients with the data and analysis required to understand the significance of on-the-ground realities and to make informed business and policy decisions.

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