

Inter-County Commute Demographics

Sonoma County

American Community Survey

All Employed Individuals Aged 16-65

Produced by

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1. Commute Flows Across Counties

Table 1.1: **Commute Flows by County**
(Top 10 Counties by Total Worker Flows)

County	Live and Work in Sonoma County #	Live In, but Work Outside of Sonoma County		Work in, but Live Outside of Sonoma County	
		#	%	#	%
Alameda		2,243	7.2	950	4.5
Contra Costa		1,008	3.2	1,258	5.9
Lake		166	0.5	1,960	9.3
Marin		12,105	38.9	6,284	29.7
Mendocino		223	0.7	2,640	12.5
Napa		6,651	21.4	2,539	12.0
San Francisco		6,104	19.6	754	3.6
San Mateo		703	2.3	741	3.5
Santa Clara		332	1.1	494	2.3
Solano		74	0.2	2,197	10.4
Sonoma County	189,712				
Total	189,712	31,104	14.1	21,152	10.0

Source: 2024 1-year ACS (PUMS), Calculations by NEED

Notes: Total % is the share of the group:

Residents (column 4) or Workers (column 6).

Table 1.2: Commute Flows by County: > 90 Minute Commutes
(Top 10 Counties by Total Worker Flows)

County	Live and Work in Sonoma County #	Live In, but Work Outside of Sonoma County		Work in, but Live Outside of Sonoma County	
		#	%	#	%
Alameda		243	9.3	554	12.9
Contra Costa		232	8.9		
Lake		4	0.1	493	11.4
Marin		691	26.5	107	2.5
Mendocino		5	0.2	664	15.4
San Francisco		780	30.0	618	14.3
San Mateo		283	10.9	137	3.2
Santa Clara		221	8.5	386	9.0
Solano				823	19.1
Sonoma County	32,285				
Total	32,285	2,603	7.5	4,307	11.8

Source: 2024 1-year ACS (PUMS), Calculations by NEED

Notes: Total % is the share of the group:
Residents (column 4) or Workers (column 6).

2. Comparisons Across Race and Earnings

Table 2.1: **Earnings by Race**

Earnings	Total	White	Afr. Amer.	Hispanic	Other
Work in Sonoma County and Live Elsewhere (COMMUTE IN)					
Earnings < 25,000	15.2	10.2	27.2	14.7	36.8
25,001 to 45,000	23.9	13.7		45.0	10.1
45,001 to 65,000	9.3	6.6	68.1	10.6	8.8
65,001 to 100,000	17.7	17.7	4.8	23.5	2.6
> 100,000	33.9	51.8		6.2	41.7
All Earnings Levels	100.0	100.0	100.0	100.0	100.0
Race Shares	100.0	51.6	1.7	34.7	12.0
Work Elsewhere and Live in Sonoma County (COMMUTE OUT)					
Earnings < 25,000	12.8	12.9	46.4	14.8	7.6
25,001 to 45,000	7.8	3.0		19.4	10.6
45,001 to 65,000	11.9	9.2		22.3	6.5
65,001 to 100,000	23.7	23.1		21.4	31.8
> 100,000	43.8	51.9	53.6	22.0	43.5
All Earnings Levels	100.0	100.0	100.0	100.0	100.0
Race Shares	100.0	63.2	0.5	23.5	12.7
Live and Work in Sonoma County					
Earnings < 25,000	21.8	17.9	36.0	26.3	23.2
25,001 to 45,000	19.1	14.2	28.6	27.3	14.0
45,001 to 65,000	17.6	16.8	2.0	19.6	17.5
65,001 to 100,000	17.1	19.1	4.4	14.4	18.6
> 100,000	24.5	32.0	29.1	12.5	26.7
All Earnings Levels	100.0	100.0	100.0	100.0	100.0
Race Shares	100.0	51.1	2.1	35.1	11.8

Source: 2024 1-year ACS (PUMS), Calculations by NEED

Table 2.2: Earnings by Type - All Races

Earnings	Live and Work in Sonoma County	Live In, but Work Outside of Sonoma County	Work in, but Live Outside of Sonoma County
Earnings < 25,000	21.8	12.8	15.2
25,001 to 45,000	19.1	7.8	23.9
45,001 to 65,000	17.6	11.9	9.3
65,001 to 100,000	17.1	23.7	17.7
> 100,000	24.5	43.8	33.9
All Earnings Levels	100.0	100.0	100.0
Race Shares	100.0	100.0	100.0

Source: 2024 1-year ACS (PUMS), Calculations by NEED

Table 2.3: Earnings by Type - White Workers

Earnings	Live and Work in Sonoma County	Live In, but Work Outside of Sonoma County	Work in, but Live Outside of Sonoma County
Earnings < 25,000	17.9	12.9	10.2
25,001 to 45,000	14.2	3.0	13.7
45,001 to 65,000	16.8	9.2	6.6
65,001 to 100,000	19.1	23.1	17.7
> 100,000	32.0	51.9	51.8
All Earnings Levels	100.0	100.0	100.0
Race Shares	51.1	63.2	51.6

Source: 2024 1-year ACS (PUMS), Calculations by NEED

Table 2.4: Earnings by Type - Hispanic Workers

Earnings	Live and Work in Sonoma County	Live In, but Work Outside of Sonoma County	Work in, but Live Outside of Sonoma County
Earnings < 25,000	26.3	14.8	14.7
25,001 to 45,000	27.3	19.4	45.0
45,001 to 65,000	19.6	22.3	10.6
65,001 to 100,000	14.4	21.4	23.5
> 100,000	12.5	22.0	6.2
All Earnings Levels	100.0	100.0	100.0
Race Shares	35.1	23.5	34.7

Source: 2024 1-year ACS (PUMS), Calculations by NEED

3. Comparisons Across Race and Household Income

Table 3.1: **Household Income by Race**

Household Income	Total	White	Afr. Amer.	Hispanic	Other
Work in Sonoma County and Live Elsewhere (COMMUTE IN)					
< 25,000	0.6	0.5		1.0	
25,001 to 45,000	3.5	2.5	27.2	3.6	4.2
45,001 to 65,000	7.9	1.2		17.6	10.0
65,001 to 100,000	15.8	12.8		20.0	18.7
100,001 to 150,000	20.6	14.4	16.2	31.3	16.6
150,001 to 200,000	12.8	20.7		4.3	5.0
200,001 to 250,000	13.3	11.6	56.6	14.7	10.2
> 250,000	25.5	36.3		7.4	35.3
All Income Levels	100.0	100.0	100.0	100.0	100.0
Race Shares	100.0	51.6	1.7	34.7	12.0
Work Elsewhere and Live in Sonoma County (COMMUTE OUT)					
< 25,000	1.7	2.6			0.2
25,001 to 45,000	1.7	0.4		5.3	2.0
45,001 to 65,000	2.6	3.3		2.3	
65,001 to 100,000	9.0	7.5		11.2	12.9
100,001 to 150,000	21.4	20.3		30.0	11.7
150,001 to 200,000	20.1	22.3	46.4	9.2	28.1
200,001 to 250,000	17.8	15.0		26.5	16.2
> 250,000	25.8	28.8	53.6	15.5	28.8
All Income Levels	100.0	100.0	100.0	100.0	100.0
Race Shares	100.0	63.2	0.5	23.5	12.7
Live and Work in Sonoma County					
< 25,000	2.6	2.0	7.0	4.0	0.9
25,001 to 45,000	4.4	3.3		6.4	3.8
45,001 to 65,000	7.6	4.5	5.9	12.1	8.1
65,001 to 100,000	14.9	11.4	14.0	20.2	14.2
100,001 to 150,000	23.7	25.2		23.6	21.5
150,001 to 200,000	16.7	17.9	13.0	13.8	20.8
200,001 to 250,000	10.2	12.8	7.6	6.5	10.2
> 250,000	19.9	23.0	52.6	13.5	20.4
All Income Levels	100.0	100.0	100.0	100.0	100.0
Race Shares	100.0	51.1	2.1	35.1	11.8

Source: 2024 1-year ACS (PUMS), Calculations by NEED

Table 3.2: Household Income by Type - All Races

Household Income	Live and Work in Sonoma County	Live In, but Work Outside of Sonoma County	Work in, but Live Outside of Sonoma County
< 25,000	2.6	1.7	0.6
25,001 to 45,000	4.4	1.7	3.5
45,001 to 65,000	7.6	2.6	7.9
65,001 to 100,000	14.9	9.0	15.8
100,001 to 150,000	23.7	21.4	20.6
150,001 to 200,000	16.7	20.1	12.8
200,001 to 250,000	10.2	17.8	13.3
> 250,000	19.9	25.8	25.5
All Income Levels	100.0	100.0	100.0
Race Shares	100.0	100.0	100.0

Source: 2024 1-year ACS (PUMS), Calculations by NEED

Table 3.3: Household Income by Type - White Workers

Household Income	Live and Work in Sonoma County	Live In, but Work Outside of Sonoma County	Work in, but Live Outside of Sonoma County
< 25,000	2.0	2.6	0.5
25,001 to 45,000	3.3	0.4	2.5
45,001 to 65,000	4.5	3.3	1.2
65,001 to 100,000	11.4	7.5	12.8
100,001 to 150,000	25.2	20.3	14.4
150,001 to 200,000	17.9	22.3	20.7
200,001 to 250,000	12.8	15.0	11.6
> 250,000	23.0	28.8	36.3
All Income Levels	100.0	100.0	100.0
Race Shares	51.1	63.2	51.6

Source: 2024 1-year ACS (PUMS), Calculations by NEED

Table 3.4: Household Income by Type - Hispanic Workers

Household Income	Live and Work in Sonoma County	Live In, but Work Outside of Sonoma County	Work in, but Live Outside of Sonoma County
< 25,000	4.0		1.0
25,001 to 45,000	6.4		3.6
45,001 to 65,000	12.1		17.6
65,001 to 100,000	20.2		20.0
100,001 to 150,000	23.6		31.3
150,001 to 200,000	13.8		4.3
200,001 to 250,000	6.5		14.7
> 250,000	13.5		7.4
All Income Levels	100.0	100.0	100.0
Race Shares	35.1	23.5	34.7

Source: 2024 1-year ACS (PUMS), Calculations by NEED

4. Comparisons Across Race and Educational Attainment

Table 4.1: **Educational Attainment by Race**

Education	Total	White	Afr. Amer.	Hispanic	Other
Work in Sonoma County and Live Elsewhere (COMMUTE IN)					
Not a High School Graduate	12.8	2.6		28.7	12.7
High School Graduate	35.1	17.6		59.3	40.7
Some College or Associate's Degree	58.7	38.2		87.3	66.7
Bachelor's Degree	79.4	72.7		92.7	75.3
Advanced Degree	100.0	100.0		100.0	100.0
All Education Levels	100.0	100.0	100.0	100.0	100.0
Race Shares	100.0	51.6	1.7	34.7	12.0
Work Elsewhere and Live in Sonoma County (COMMUTE OUT)					
Not a High School Graduate	7.3	4.6	53.6	14.8	5.1
High School Graduate	17.7	14.1		32.2	7.6
Some College or Associate's Degree	55.3	53.2		68.9	39.3
Bachelor's Degree	85.6	85.6		83.3	89.2
Advanced Degree	100.0	100.0		100.0	100.0
All Education Levels	100.0	100.0	100.0	100.0	100.0
Race Shares	100.0	63.2	0.5	23.5	12.7
Live and Work in Sonoma County					
Not a High School Graduate	11.7	4.5	6.7	24.6	5.6
High School Graduate	35.1	22.3	14.2	57.5	27.8
Some College or Associate's Degree	61.7	49.0	68.8	80.3	60.4
Bachelor's Degree	87.2	82.2	88.5	96.5	81.1
Advanced Degree	100.0	100.0	100.0	100.0	100.0
All Education Levels	100.0	100.0	100.0	100.0	100.0
Race Shares	100.0	51.1	2.1	35.1	11.8

Source: 2024 1-year ACS (PUMS), Calculations by NEED

5. Industry Composition of Workers

Table 5.1: Industry Distribution - Share of Column

Education	Live and Work in Sonoma County	Live In, but Work Outside of Sonoma County	Work in, but Live Outside of Sonoma County
Ag., Forestry, Fishing and Hunting	4.1		6.2
Mining	0.2		
Utilities	0.5	0.7	0.8
Construction	6.3	16.0	12.7
Manufacturing	8.8	8.0	12.3
Wholesale Trade	1.6	1.5	3.2
Retail Trade	12.1	7.0	8.5
Transportation and Warehousing	2.8	4.5	4.3
Information	2.0	1.2	0.6
Finance and Insurance	3.3	4.6	3.7
Real Estate and Rental and Leasing	1.4	4.2	0.6
Prof., Sci., and Tech. Services	8.0	8.1	4.7
Admin Support and Waste Mgmt Svcs	4.6	3.3	5.8
Educational Services	9.3	6.1	6.3
Health Care and Social Assistance	15.2	17.3	15.3
Arts, Entertainment, and Recreation	2.6	2.5	5.9
Accommodation and Food Services	6.9	3.5	1.4
Other Services (except Public Admin)	5.5	3.9	2.9
Public Administration	4.8	7.5	4.8

Source: 2024 1-year ACS (PUMS), Calculations by NEED

6. Educational Attainment

Table 6.1: Educational Attainment - Cumulative Distribution

Education	Live and Work in Sonoma County	Live In, but Work Outside of Sonoma County	Work in, but Live Outside of Sonoma County
Not a High School Graduate	11.7	7.3	12.8
High School Graduate	35.1	17.7	35.1
Some College or Associate's Degree	61.7	55.3	58.7
Bachelor's Degree	87.2	85.6	79.4
Advanced Degree	100.0	100.0	100.0
All Education Levels	100.0	100.0	100.0
Race Shares	100.0	100.0	100.0

Source: 2024 1-year ACS (PUMS), Calculations by NEED

Table 6.2: Age by Educational Attainment and Type

Education	Live and Work in Sonoma County	Live In, but Work Outside of Sonoma County	Work in, but Live Outside of Sonoma County
Not a High School Graduate	44.9	38.1	45.6
High School Graduate	36.8	44.4	37.6
Some College or Associate's Degree	39.7	43.9	43.5
Bachelor's Degree	43.2	43.6	39.6
Advanced Degree	46.2	43.8	46.5
All Education Levels	41.4	43.4	42.3

Source: 2024 1-year ACS (PUMS), Calculations by NEED

Table 6.3: Earnings by Educational Attainment and Type

Education	Live and Work in Sonoma County	Live In, but Work Outside of Sonoma County	Work in, but Live Outside of Sonoma County
Not a High School Graduate	43,872	56,074	48,550
High School Graduate	49,604	78,742	55,498
Some College or Associate's Degree	61,884	96,131	69,714
Bachelor's Degree	105,247	112,256	156,539
Advanced Degree	115,794	173,517	160,027
All Education Levels	74,848	107,407	100,375

Source: 2024 1-year ACS (PUMS), Calculations by NEED

7. Occupational Composition of Workers

Table 7.1: Occupational Distribution - Share of Column

Occupation	Live and Work in Sonoma County	Live In, but Work Outside of Sonoma County	Work in, but Live Outside of Sonoma County
Management	11.8	17.0	11.2
Business and Financial Operations	5.2	6.0	4.0
Computer and mathematical occupations	3.6	1.5	0.7
Architecture and Engineering	2.2	2.5	2.3
Life, Physical, and Social Science	1.3	0.8	2.7
Community and Social Service	2.1	0.9	1.2
Legal	1.0	1.5	1.4
Education, Training, and Library	6.8	5.8	4.1
Arts, Design, Entertainment, Sports, and Media	3.1	2.5	3.8
Healthcare Practitioners and Technical Occupations	5.8	9.1	10.2
Healthcare Support	4.3	3.1	7.1
Protective Service	1.5	4.9	1.2
Food Preparation and Serving Related	5.7	3.4	0.3
Building and Grounds Cleaning and Maintenance	4.0	1.4	4.5
Personal Care and Service	3.3	2.6	1.3
Sales and Related	8.7	8.0	9.7
Office and Administrative Support	9.5	7.0	9.5
Farming, Fishing, and Forestry	2.8		2.3
Construction and Extraction	4.0	10.8	5.9
Installation, Maintenance, and Repair	2.9	3.9	8.1
Production	4.5	4.2	4.3
Transportation and Material Moving	6.1	3.1	4.1

Source: 2024 1-year ACS (PUMS), Calculations by NEED

Table 7.2: Age by Occupation

Occupation	Live and Work in Sonoma County	Live In, but Work Outside of Sonoma County	Work in, but Live Outside of Sonoma County
Management	46.3	46.3	46.1
Business and Financial Operations	45.6	43.8	44.7
Computer and mathematical occupations	42.2	47.8	41.3
Architecture and Engineering	43.3	37.8	31.8
Life, Physical, and Social Science	40.0	38.7	37.7
Community and Social Service	44.4	51.5	38.2
Legal	48.5	45.5	49.2
Education, Training, and Library	44.1	41.8	41.0
Arts, Design, Entertainment, Sports, and Media	40.4	41.4	46.0
Healthcare Practitioners and Technical Occupations	42.7	43.7	46.5
Healthcare Support	41.4	45.3	39.7
Protective Service	36.5	39.1	30.1
Food Preparation and Serving Related	33.0	43.2	48.0
Building and Grounds Cleaning and Maintenance	43.9	52.1	44.6
Personal Care and Service	36.3	28.3	53.5
Sales and Related	38.8	39.2	41.1
Office and Administrative Support	40.7	43.0	37.3
Farming, Fishing, and Forestry	39.6		45.7
Construction and Extraction	42.0	44.2	42.3
Installation, Maintenance, and Repair	40.4	49.9	35.3
Production	40.5	40.0	41.5
Transportation and Material Moving	37.2	50.1	52.7

Source: 2024 1-year ACS (PUMS), Calculations by NEED

Table 7.3: Earnings by Occupation

Occupation	Live and Work in Sonoma County	Live In, but Work Outside of Sonoma County	Work in, but Live Outside of Sonoma County
Management	119,584	124,466	261,917
Business and Financial Operations	112,420	137,477	86,708
Computer and mathematical occupations	119,908	115,789	136,831
Architecture and Engineering	104,533	148,833	234,692
Life, Physical, and Social Science	83,548	151,448	69,924
Community and Social Service	61,047	85,667	56,481
Legal	175,163	233,774	173,541
Education, Training, and Library	64,281	89,982	50,138
Arts, Design, Entertainment, Sports, and Media	75,968	77,714	84,932
Healthcare Practitioners and Technical Occupations	115,617	95,053	156,272
Healthcare Support	38,531	61,051	22,104
Protective Service	96,476	162,814	51,859
Food Preparation and Serving Related	27,970	102,528	101,525
Building and Grounds Cleaning and Maintenance	39,600	56,670	44,403
Personal Care and Service	38,732	29,437	41,447
Sales and Related	65,791	142,437	74,438
Office and Administrative Support	54,952	81,504	62,350
Farming, Fishing, and Forestry	40,916		35,534
Construction and Extraction	75,269	72,953	49,910
Installation, Maintenance, and Repair	113,621	103,723	87,854
Production	54,959	112,130	70,041
Transportation and Material Moving	39,076	82,331	66,594

Source: 2024 1-year ACS (PUMS), Calculations by NEED