

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		1,610	5.3	756	4.3
Contra Costa		1,135	3.8	1,490	8.4
Lake		334	1.1	1,512	8.5
Los Angeles		134	0.4	700	3.9
Marin		12,314	40.9	3,841	21.6
Mendocino		451	1.5	2,036	11.5
Napa		4,939	16.4	2,145	12.1
San Francisco		5,177	17.2	647	3.6
San Mateo		1,175	3.9	439	2.5
Solano		684	2.3	1,856	10.5
Sonoma County	188,972				
Total	188,972	30,121	13.7	17,746	8.6

Source: 2024 5-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		280	8.4	223	6.6
Contra Costa		110	3.3	356	10.6
Marin		626	18.7	111	3.3
Mendocino		51	1.5	483	14.4
Napa		364	10.9	68	2.0
San Francisco		797	23.8	176	5.2
San Mateo		508	15.2	67	2.0
Santa Clara		325	9.7	184	5.5
Solano		7	0.2	467	13.9
Sonoma County	35,827				
Total	35,827	3,344	8.5	3,361	8.6

Source: 2024 5-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	19.1	13.0	9.4	21.6	33.7
25,001 to 45,000	25.3	19.5	20.3	36.6	18.9
45,001 to 65,000	14.7	11.4	25.4	18.7	15.0
65,001 to 100,000	18.9	22.9	19.1	15.9	12.8
> 100,000	22.0	33.1	25.7	7.2	19.6
All Earnings Levels	100.0	100.0	100.0	100.0	100.0
Race Shares	100.0	48.2	2.0	34.2	15.6
Work Elsewhere and Live in Sonoma County (COMMUTE OUT)					
Earnings < 25,000	13.4	11.7	8.2	16.9	14.7
25,001 to 45,000	14.1	8.7	3.5	28.5	10.0
45,001 to 65,000	15.8	12.9	22.6	21.7	16.7
65,001 to 100,000	22.7	24.9	44.3	17.5	20.3
> 100,000	34.0	41.8	21.3	15.5	38.2
All Earnings Levels	100.0	100.0	100.0	100.0	100.0
Race Shares	100.0	61.4	1.5	27.0	10.1
Live and Work in Sonoma County					
Earnings < 25,000	23.2	19.1	29.1	29.5	24.3
25,001 to 45,000	21.1	15.5	19.3	31.2	18.9
45,001 to 65,000	17.1	15.8	7.4	19.5	18.1
65,001 to 100,000	18.1	21.3	22.9	12.6	17.9
> 100,000	20.4	28.3	21.4	7.2	20.8
All Earnings Levels	100.0	100.0	100.0	100.0	100.0
Race Shares	100.0	54.9	1.6	32.8	10.7

Source: 2024 5-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	23.2	13.4	19.1
25,001 to 45,000	21.1	14.1	25.3
45,001 to 65,000	17.1	15.8	14.7
65,001 to 100,000	18.1	22.7	18.9
> 100,000	20.4	34.0	22.0
All Earnings Levels	100.0	100.0	100.0
Race Shares	100.0	100.0	100.0

Source: 2024 5-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	19.1	11.7	13.0
25,001 to 45,000	15.5	8.7	19.5
45,001 to 65,000	15.8	12.9	11.4
65,001 to 100,000	21.3	24.9	22.9
> 100,000	28.3	41.8	33.1
All Earnings Levels	100.0	100.0	100.0
Race Shares	54.9	61.4	48.2

Source: 2024 5-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	29.5	16.9	21.6
25,001 to 45,000	31.2	28.5	36.6
45,001 to 65,000	19.5	21.7	18.7
65,001 to 100,000	12.6	17.5	15.9
> 100,000	7.2	15.5	7.2
All Earnings Levels	100.0	100.0	100.0
Race Shares	32.8	27.0	34.2

Source: 2024 5-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	3.3	0.7	3.1	2.6	12.6
25,001 to 45,000	8.5	3.8	2.0	15.8	8.1
45,001 to 65,000	9.1	7.4		12.9	6.9
65,001 to 100,000	18.6	13.4	51.4	23.1	20.9
100,001 to 150,000	22.0	25.2	4.3	20.7	16.9
150,001 to 200,000	12.2	14.4	9.7	12.5	5.5
200,001 to 250,000	8.7	12.5		4.8	6.6
> 250,000	17.6	22.6	29.4	7.6	22.5
All Income Levels	100.0	100.0	100.0	100.0	100.0
Race Shares	100.0	48.2	2.0	34.2	15.6
Work Elsewhere and Live in Sonoma County (COMMUTE OUT)					
< 25,000	2.3	1.9		2.9	3.8
25,001 to 45,000	4.3	3.6		7.5	0.9
45,001 to 65,000	4.2	3.1		7.1	3.7
65,001 to 100,000	15.7	11.2	47.9	25.2	13.1
100,001 to 150,000	21.8	21.5	18.2	22.5	22.7
150,001 to 200,000	20.1	21.6	5.3	18.2	18.4
200,001 to 250,000	10.8	13.0		5.2	14.4
> 250,000	20.7	24.2	28.6	11.4	22.8
All Income Levels	100.0	100.0	100.0	100.0	100.0
Race Shares	100.0	61.4	1.5	27.0	10.1
Live and Work in Sonoma County					
< 25,000	2.8	2.2	6.1	3.6	2.8
25,001 to 45,000	5.3	3.8	6.9	7.4	5.9
45,001 to 65,000	9.3	6.9	5.6	14.3	7.2
65,001 to 100,000	17.0	14.6	16.1	20.6	18.2
100,001 to 150,000	22.7	21.4	15.9	25.5	22.4
150,001 to 200,000	17.9	19.8	14.9	15.4	16.0
200,001 to 250,000	8.9	11.3	3.9	5.2	9.0
> 250,000	16.1	20.0	30.6	8.0	18.4
All Income Levels	100.0	100.0	100.0	100.0	100.0
Race Shares	100.0	54.9	1.6	32.8	10.7

Source: 2024 5-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	2.8	2.3	3.3
25,001 to 45,000	5.3	4.3	8.5
45,001 to 65,000	9.3	4.2	9.1
65,001 to 100,000	17.0	15.7	18.6
100,001 to 150,000	22.7	21.8	22.0
150,001 to 200,000	17.9	20.1	12.2
200,001 to 250,000	8.9	10.8	8.7
> 250,000	16.1	20.7	17.6
All Income Levels	100.0	100.0	100.0
Race Shares	100.0	100.0	100.0

Source: 2024 5-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	2.2	1.9	0.7
25,001 to 45,000	3.8	3.6	3.8
45,001 to 65,000	6.9	3.1	7.4
65,001 to 100,000	14.6	11.2	13.4
100,001 to 150,000	21.4	21.5	25.2
150,001 to 200,000	19.8	21.6	14.4
200,001 to 250,000	11.3	13.0	12.5
> 250,000	20.0	24.2	22.6
All Income Levels	100.0	100.0	100.0
Race Shares	54.9	61.4	48.2

Source: 2024 5-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	3.6	2.9	2.6
25,001 to 45,000	7.4	7.5	15.8
45,001 to 65,000	14.3	7.1	12.9
65,001 to 100,000	20.6	25.2	23.1
100,001 to 150,000	25.5	22.5	20.7
150,001 to 200,000	15.4	18.2	12.5
200,001 to 250,000	5.2	5.2	4.8
> 250,000	8.0	11.4	7.6
All Income Levels	100.0	100.0	100.0
Race Shares	32.8	27.0	34.2

Source: 2024 5-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	13.7	3.9		29.9	10.5
High School Graduate	34.6	17.0		63.5	26.9
Some College or Associate's Degree	62.1	47.2		88.1	52.7
Bachelor's Degree	87.2	82.7		96.5	82.6
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	48.2	2.0	34.2	15.6
Work Elsewhere and Live in Sonoma County (COMMUTE OUT)					
Not a High School Graduate	9.7	3.3	42.8	22.8	8.5
High School Graduate	27.9	19.2	50.8	50.8	15.6
Some College or Associate's Degree	59.7	53.8	81.4	78.1	43.9
Bachelor's Degree	86.2	83.4	94.7	93.1	83.2
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	61.4	1.5	27.0	10.1
Live and Work in Sonoma County					
Not a High School Graduate	12.5	3.3	5.4	29.9	6.9
High School Graduate	33.1	19.3	22.1	59.4	24.6
Some College or Associate's Degree	64.4	52.7	68.5	85.3	59.7
Bachelor's Degree	87.4	83.3	89.8	95.8	82.8
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	54.9	1.6	32.8	10.7

Source: 2024 5-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	2.7	1.8	4.0
Mining	0.1		
Utilities	0.8	1.5	1.0
Construction	8.1	18.0	17.2
Manufacturing	10.8	8.8	13.2
Wholesale Trade	1.9	3.1	1.7
Retail Trade	11.1	7.2	6.5
Transportation and Warehousing	2.6	5.5	4.6
Information	1.8	1.9	2.4
Finance and Insurance	3.2	2.4	1.6
Real Estate and Rental and Leasing	1.7	2.3	1.7
Prof., Sci., and Tech. Services	8.0	6.7	6.7
Management of Companies and Enterprises	0.0		
Admin Support and Waste Mgmt Svcs	4.7	3.0	7.0
Educational Services	8.4	6.8	5.5
Health Care and Social Assistance	14.8	12.1	11.4
Arts, Entertainment, and Recreation	2.4	1.4	2.6
Accommodation and Food Services	7.6	5.3	4.0
Other Services (except Public Admin)	5.0	4.2	6.2
Public Administration	4.4	8.1	2.8

Source: 2024 5-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	12.5	9.7	13.7
High School Graduate	33.1	27.9	34.6
Some College or Associate's Degree	64.4	59.7	62.1
Bachelor's Degree	87.4	86.2	87.2
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 5-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	41.4	42.2	42.6
High School Graduate	37.7	41.5	37.8
Some College or Associate's Degree	40.8	43.6	41.1
Bachelor's Degree	43.0	41.5	41.4
Advanced Degree	46.7	45.5	45.6
All Education Levels	41.5	42.8	41.3

Source: 2024 5-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	37,476	46,561	50,499
High School Graduate	49,228	65,069	49,671
Some College or Associate's Degree	60,732	84,571	67,799
Bachelor's Degree	94,690	106,845	96,245
Advanced Degree	131,991	195,595	115,281
All Education Levels	72,236	98,595	74,846

Source: 2024 5-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	12.8	15.5	13.0
Business and Financial Operations	5.6	5.2	3.6
Computer and mathematical occupations	2.8	1.6	1.2
Architecture and Engineering	2.0	2.1	1.7
Life, Physical, and Social Science	1.2	1.7	2.1
Community and Social Service	2.1	1.1	2.2
Legal	0.9	0.9	0.5
Education, Training, and Library	5.8	5.3	3.5
Arts, Design, Entertainment, Sports, and Media	2.6	2.5	3.9
Healthcare Practitioners and Technical Occupations	5.8	6.4	7.3
Healthcare Support	4.3	3.7	4.5
Protective Service	1.7	5.0	0.8
Food Preparation and Serving Related	6.4	3.2	4.0
Building and Grounds Cleaning and Maintenance	4.2	2.6	4.0
Personal Care and Service	2.9	2.0	1.8
Sales and Related	9.4	8.1	7.0
Office and Administrative Support	10.1	6.4	7.3
Farming, Fishing, and Forestry	1.7	0.8	2.6
Construction and Extraction	5.4	12.7	13.1
Installation, Maintenance, and Repair	2.3	3.6	5.7
Production	5.2	4.2	5.2
Transportation and Material Moving	4.9	5.5	5.0

Source: 2024 5-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	46.0	47.3	44.0
Business and Financial Operations	45.2	42.3	48.3
Computer and mathematical occupations	43.5	43.1	39.1
Architecture and Engineering	43.3	39.6	36.5
Life, Physical, and Social Science	43.1	39.6	39.3
Community and Social Service	41.7	35.8	41.6
Legal	46.7	48.5	48.4
Education, Training, and Library	43.5	46.4	46.1
Arts, Design, Entertainment, Sports, and Media	40.9	45.8	49.1
Healthcare Practitioners and Technical Occupations	44.2	41.9	42.6
Healthcare Support	41.7	42.9	40.0
Protective Service	39.5	40.5	38.1
Food Preparation and Serving Related	32.2	38.0	33.4
Building and Grounds Cleaning and Maintenance	42.2	40.7	41.3
Personal Care and Service	36.8	33.1	41.6
Sales and Related	38.7	41.8	41.4
Office and Administrative Support	40.8	43.3	36.9
Farming, Fishing, and Forestry	40.8	36.8	43.1
Construction and Extraction	39.9	42.9	40.2
Installation, Maintenance, and Repair	41.9	41.6	37.1
Production	41.7	41.3	40.5
Transportation and Material Moving	40.2	42.1	41.2

Source: 2024 5-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	114,708	186,029	149,754
Business and Financial Operations	125,624	112,305	89,588
Computer and mathematical occupations	128,564	97,776	124,313
Architecture and Engineering	113,825	128,701	128,075
Life, Physical, and Social Science	95,497	90,986	60,946
Community and Social Service	54,411	62,578	47,440
Legal	169,672	187,765	123,089
Education, Training, and Library	56,527	69,840	70,746
Arts, Design, Entertainment, Sports, and Media	76,522	92,795	45,780
Healthcare Practitioners and Technical Occupations	130,106	106,570	107,016
Healthcare Support	37,826	43,090	38,178
Protective Service	94,526	123,619	64,486
Food Preparation and Serving Related	26,580	47,901	37,653
Building and Grounds Cleaning and Maintenance	32,863	39,072	42,310
Personal Care and Service	36,317	31,285	33,652
Sales and Related	55,173	100,372	69,016
Office and Administrative Support	50,705	65,028	47,320
Farming, Fishing, and Forestry	31,488	46,249	37,434
Construction and Extraction	65,200	73,546	55,286
Installation, Maintenance, and Repair	77,017	96,934	71,443
Production	50,198	84,891	62,879
Transportation and Material Moving	40,355	54,730	72,598

Source: 2024 5-year ACS (PUMS), Calculations by NEED