8 Occupations
in Kern County, CA

Contents

What is Lightcast Data?

Lightcast data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Lightcast data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.

Report Parameters

8 Occupations

45-2011	Agricultural Inspectors	13-1041	Compliance Officers
11-9013	Farmers, Ranchers, and Other Agricultural Managers	19-3011	Economists
		41-9022	Real Estate Sales Agents
45-2041	Graders and Sorters, Agricultural Products	13-1074	Farm Labor Contractors
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers		

1 County

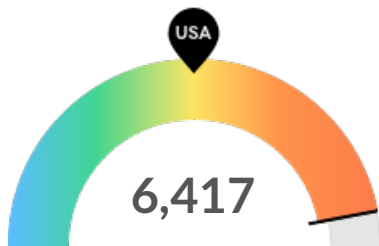|	
6029	Kern County, CA

Class of Worker

QCEW Employees

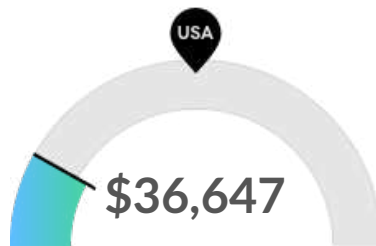The information in this report pertains to the chosen occupations and geographical area.

Executive Summary

Light Job Posting Demand Over a Deep Supply of Regional Jobs
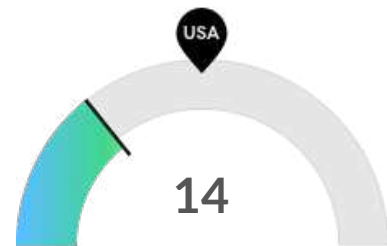
6,417

Jobs (2015)

Kern County, CA is a hotspot for this kind of job. The national average for an area this size is 1,568* employees, while there are 6,417 here.

$36,647

Compensation

Earnings are low in Kern County, CA. The national median salary for your occupations is $54,844, compared to $36,647 here.

14

Job Posting Demand

Job posting activity is low in Kern County, CA. The national average for an area this size is 29* job postings/mo, while there are 14 here.

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and Kern County, CA. In other words, the values represent the national average adjusted for region size.

Jobs

Regional Employment Is Higher Than the National Average

An average area of this size typically has 1,568* jobs, while there are 6,417 here. This higher than average supply of jobs may make it easier for workers in this field to find employment in your area.
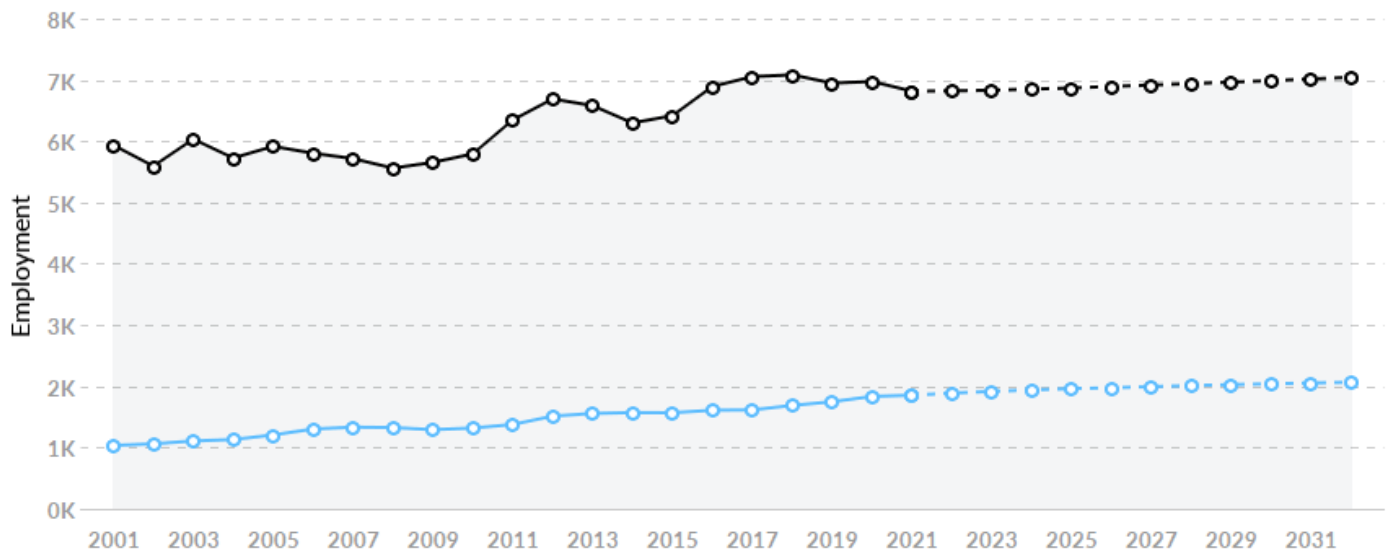
|	Region	2015 Jobs	2020 Jobs	Change	% Change
●	Kern County, CA	6,417	6,974	557	8.7%
●	National Average	1,568	1,835	267	17.0%

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and Kern County, CA. In other words, the values represent the national average adjusted for region size.

Regional Breakdown

| ZIP	2015 Jobs
Shafter, CA 93263 (in Kern county)	959
Bakersfield, CA 93308 (in Kern county)	878
Delano, CA 93215 (in Kern county)	696
Mc Farland, CA 93250 (in Kern county)	533
Bakersfield, CA 93307 (in Kern county)	510

Most Jobs are Found in the Crop Production Industry Sector
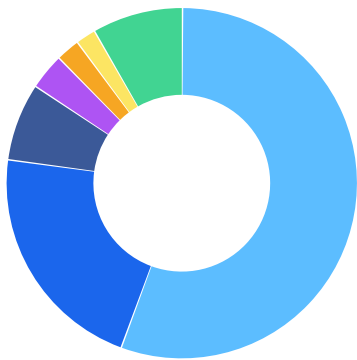
Industry	% of Occupation in Industry (2015)
● Crop Production	55.5%
● Support Activities for Crop Production	21.5%
● Animal Production	7.2%
● Federal Government, Civilian	3.3%
● State Government, Excluding Education and Hospitals	2.2%
● Other Food Manufacturing	1.9%
● Other	8.4%

Compensation

Regional Compensation Is 33% Lower Than National Compensation

For your occupations, the 2020 median wage in Kern County, CA is $36,647, while the national median wage is $54,844.
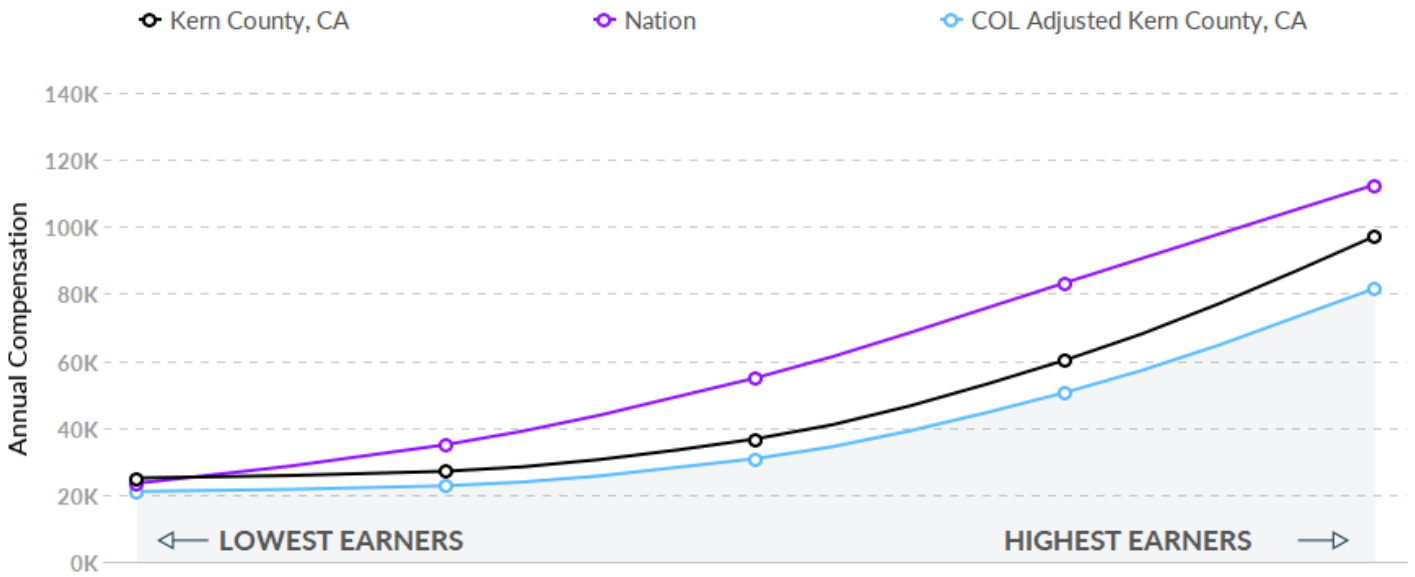
Job Posting Activity

995 Unique Job Postings

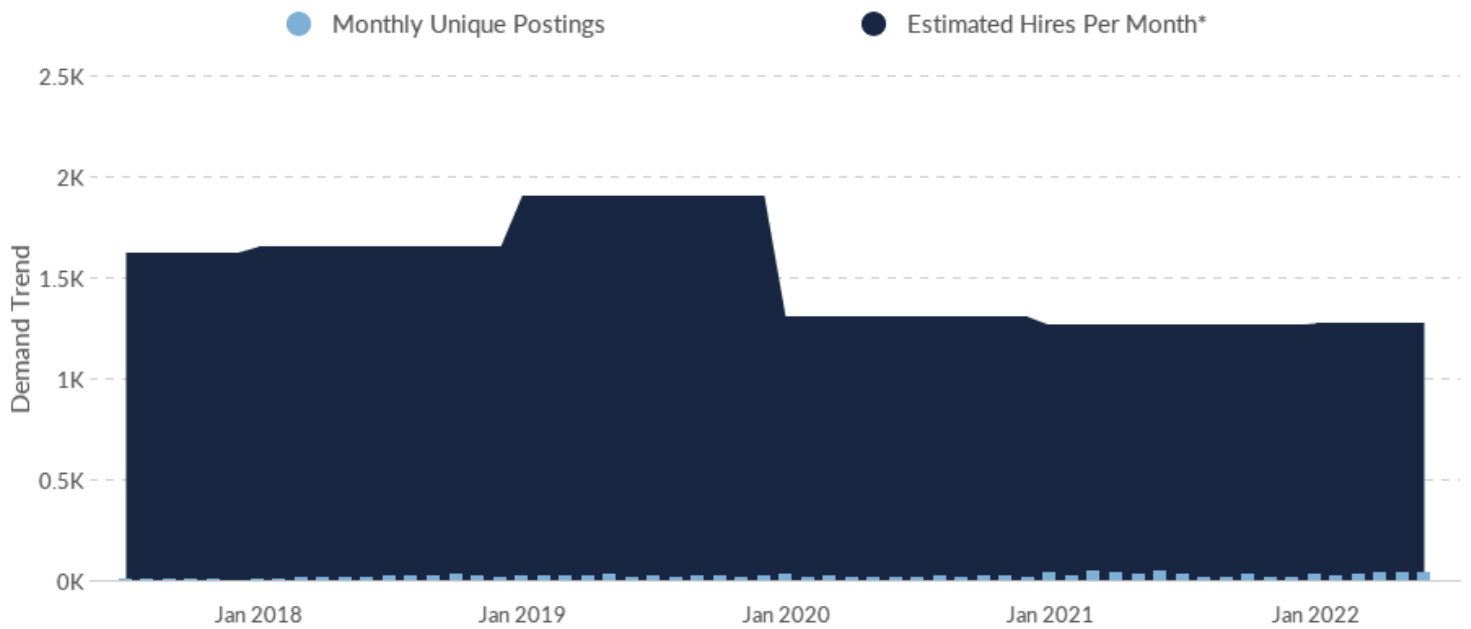The number of unique postings for this job from Jan 2015 to Dec 2020.

301 Employers Competing

All employers in the region who posted for this job from Jan 2015 to Dec 2020.

More Hires Than Postings

More hires than postings may mean this position is filled via other methods.

![Lightcast logo]

Occupation	Avg Monthly Postings (Jan 2015 - Dec 2020)	Avg Monthly Hires (Jan 2015 - Dec 2020)
Real Estate Sales Agents	10	18
Compliance Officers	5	22
Farmers, Ranchers, and Other Agricultural Managers	3	673
Graders and Sorters, Agricultural Products	1	435
First-Line Supervisors of Farming, Fishing, and Forestry Workers	0	438
Economists	0	2
Agricultural Inspectors	0	28
Farm Labor Contractors	0	5

*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Lightcast hires are calculated using a combination of Lightcast jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Top Companies	Unique Postings		Top Job Titles	Unique Postings	
Northrop Grumman	31		Farm Managers	105	
Keller Williams Realty	30		Real Estate Agents	44	
Bolthouse Farms	22		Leasing Consultants	23	
Act-1	19		Sales Professionals	23	
GPAC	18		Compliance Coordinators	19	
Css Farms	16		Environmental Compliance Spec…	19	
United States Air Force	16		Leasing Agents	19	
Grimmway Farms	13		Licensed Real Estate Agents	18	
Lockheed Martin	13		In Home Sales Consultants	16	
Marcus & Millichap	11		DMV Clerks	14	

Top Specialized Skills

● Frequency in Job Postings   ● Frequency in Profiles
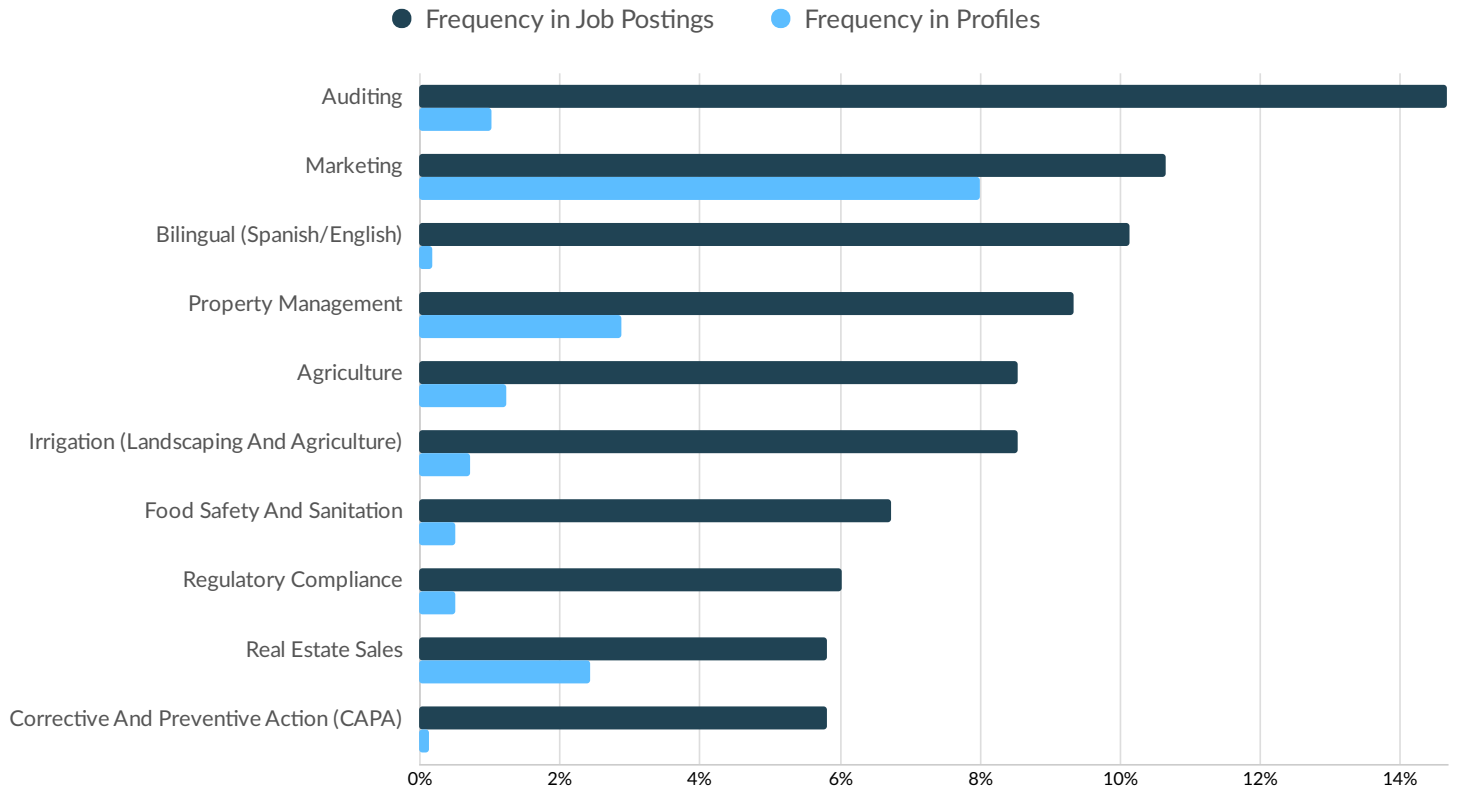
Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Auditing	146	15%	28	1%
Marketing	106	11%	219	8%
Bilingual (Spanish/English)	101	10%	5	0%
Property Management	93	9%	79	3%
Agriculture	85	9%	34	1%
Irrigation (Landscaping And Agriculture)	85	9%	20	1%
Food Safety And Sanitation	67	7%	14	1%
Regulatory Compliance	60	6%	14	1%
Real Estate Sales	58	6%	67	2%
Corrective And Preventive Action (CAPA)	58	6%	4	0%

Top Common Skills

● Frequency in Job Postings   ● Frequency in Profiles
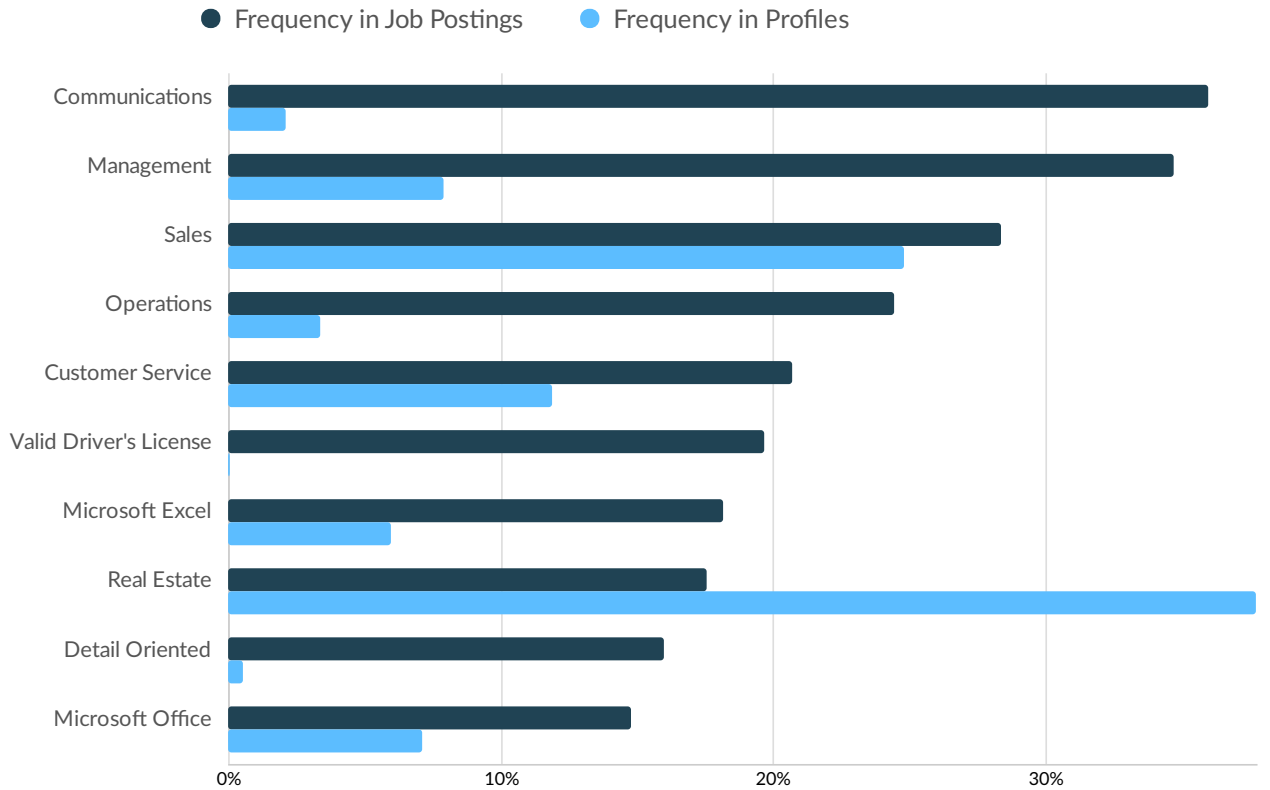
Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Communications	358	36%	57	2%
Management	345	35%	216	8%
Sales	282	28%	678	25%
Operations	243	24%	92	3%
Customer Service	206	21%	325	12%
Valid Driver's License	196	20%	1	0%
Microsoft Excel	181	18%	163	6%
Real Estate	175	18%	1,032	38%
Detail Oriented	159	16%	15	1%
Microsoft Office	147	15%	195	7%

Demographics

Retirement Risk Is High, While Overall Diversity Is High
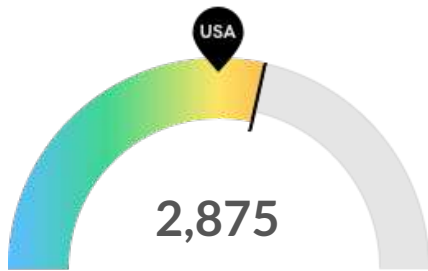
2,875

Retiring Soon

Retirement risk is high in Kern County, CA. The national average for an area this size is 2,355* employees 55 or older, while there are 2,875 here.
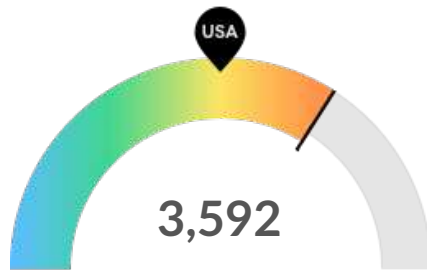
3,592

Racial Diversity

Racial diversity is high in Kern County, CA. The national average for an area this size is 2,177* racially diverse employees, while there are 3,592 here.
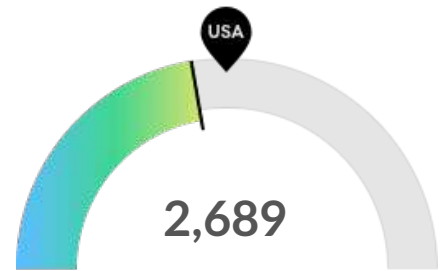
2,689

Gender Diversity

Gender diversity is low in Kern County, CA. The national average for an area this size is 3,155* female employees, while there are 2,689 here.

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and Kern County, CA. In other words, the values represent the national average adjusted for region size.

Occupation Age Breakdown

		% of Jobs	Jobs
●	14-18	0.3%	23
●	19-24	3.5%	237
●	25-34	12.6%	860
●	35-44	18.4%	1,256
●	45-54	23.0%	1,566
●	55-64	24.3%	1,658
●	65+	17.9%	1,217
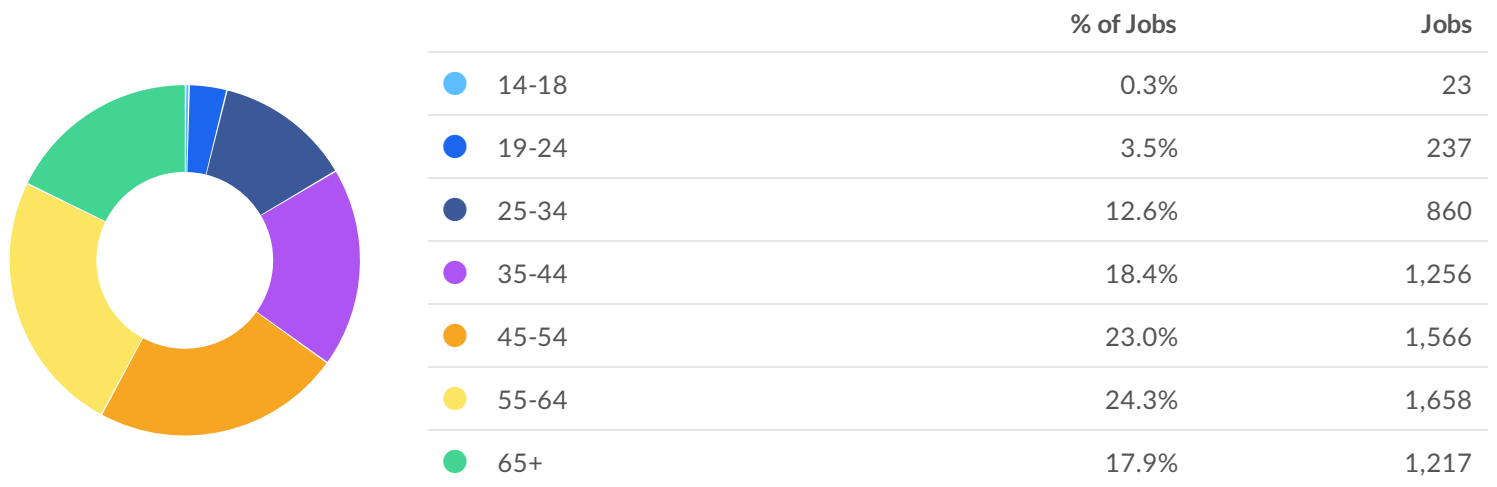
Occupation Race/Ethnicity Breakdown
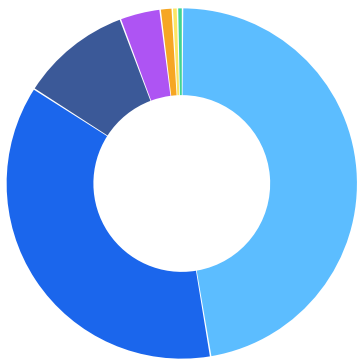
		% of Jobs	Jobs
●	White	47.3%	3,223
●	Hispanic or Latino	36.7%	2,501
●	Asian	10.2%	698
●	Black or African American	3.7%	254
●	Two or More Races	1.1%	76
●	American Indian or Alaska Native	0.5%	32
●	Native Hawaiian or Other Pacific Islander	0.5%	32

Occupation Gender Breakdown

		% of Jobs	Jobs
●	Males	60.6%	4,127
●	Females	39.4%	2,689

Occupational Programs

17 Programs

Of the programs that can train for this job, 17 have produced completions in the last 5 years.

4,616 Completions (2020)

The completions from all regional institutions for all degree types.

856 Openings (2020)

The average number of openings for an occupation in the region is 69.

CIP Code	Top Programs	Completions (2020)	
24.0101	Liberal Arts and Sciences/Liberal Studies	3,871	
45.1101	Sociology, General	217	
43.0104	Criminal Justice/Safety Studies	159	
01.0102	Agribusiness/Agricultural Business Operations	94	
45.1001	Political Science and Government, General	71	
45.0601	Economics, General	54	
44.0401	Public Administration	46	
03.0501	Forestry, General	24	
22.0302	Legal Assistant/Paralegal	23	
01.0302	Animal/Livestock Husbandry and Production	22	

Top Schools	Completions (2020)	
Bakersfield College	3,653	
California State University-Bakersfield	657	
Cerro Coso Community College	233	
Taft College	65	
Santa Barbara Business College-Bakersfield	8	

Appendix A - Data Sources and Calculations

Location Quotient

Location quotient (LQ) is a way of quantifying how concentrated a particular industry, cluster, occupation, or demographic group is in a region as compared to the nation. It can reveal what makes a particular region unique in comparison to the national average.

Occupation Data

Lightcast occupation employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates are also affected by county-level Lightcast earnings by industry.

Staffing Patterns Data

The staffing pattern data in this report are compiled from several sources using a specialized process. For QCEW and Non-QCEW Employees classes of worker, sources include Occupational Employment Statistics, the National Industry-Occupation Employment Matrix, and the American Community Survey. For the Self-Employed and Extended Proprietors classes of worker, the primary source is the American Community Survey, with a small amount of information from Occupational Employment Statistics.

Cost of Living Data

Lightcast's cost of living data is based on the Cost of Living Index published by the Council for Community and Economic Research (C2ER).

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

Institution Data

The institution data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.