A photograph of two women with blonde hair sitting at a desk in a library, looking at papers. The woman on the left is holding a pen. The background shows bookshelves filled with books.

Educational, Guidance, School, and Vocational Counselors in Kern County, CA

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What is Emsi Data?

Emsi 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, resumes, and job postings to give you a complete view of the workforce.

Emsi 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

1 Occupation

21-1012 Educational, Guidance, School, and Vocational Coun...

1 County

6029 Kern County, CA

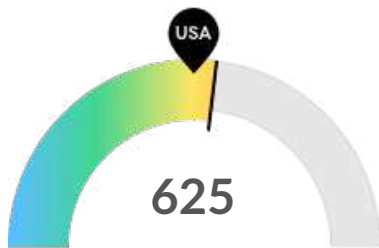
Class of Worker

QCEW Employees and Non-QCEW Employees

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

Executive Summary

Light Hiring Competition Over a Deep Supply of Regional Talent



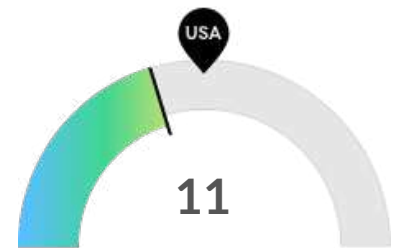
Jobs (2015)

Kern County, CA is a hotspot for this kind of talent. The national average for an area this size is 560* employees, while there are 625 here.



Compensation

The cost for talent is low in Kern County, CA. The national median salary for Educational, Guidance, School, and Vocational Counselors is \$56,306, while you'll pay \$52,749 here.



Job Posting Demand

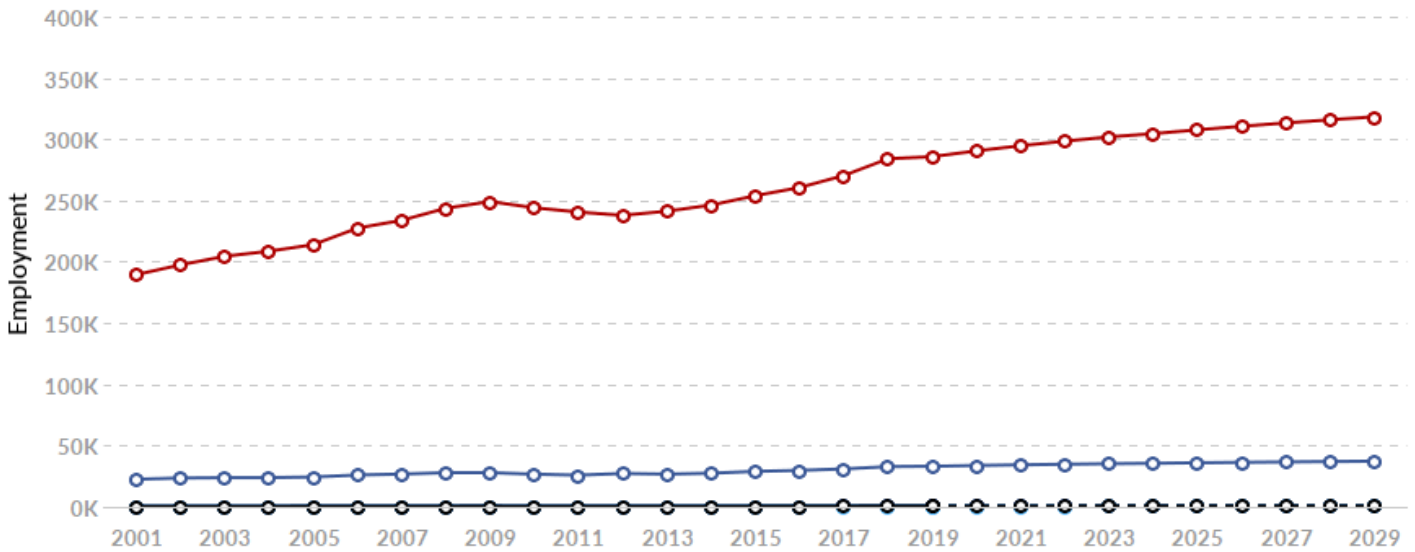
Competition from online job postings is low in Kern County, CA. The national average for an area this size is 15* job postings/mo, while there are 11 here.

*National average values are derived by taking the national value for Educational, Guidance, School, and Vocational Counselors 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

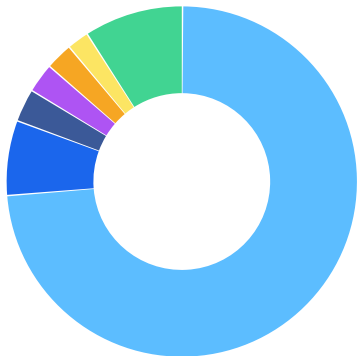
An average area of this size typically has 560* jobs, while there are 625 here. This higher than average supply of jobs may make it easier for workers in this field to find employment in your area.



Region	2015 Jobs	2020 Jobs	Change	% Change
● Kern County, CA	625	759	135	21.5%
● National Average	560	643	83	14.9%
● Kern County	625	759	135	21.5%
● California	28,953	33,754	4,801	16.6%
● United States	253,916	290,491	36,574	14.4%

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Most Jobs are Found in the Education and Hospitals (Local Government) Industry Sector

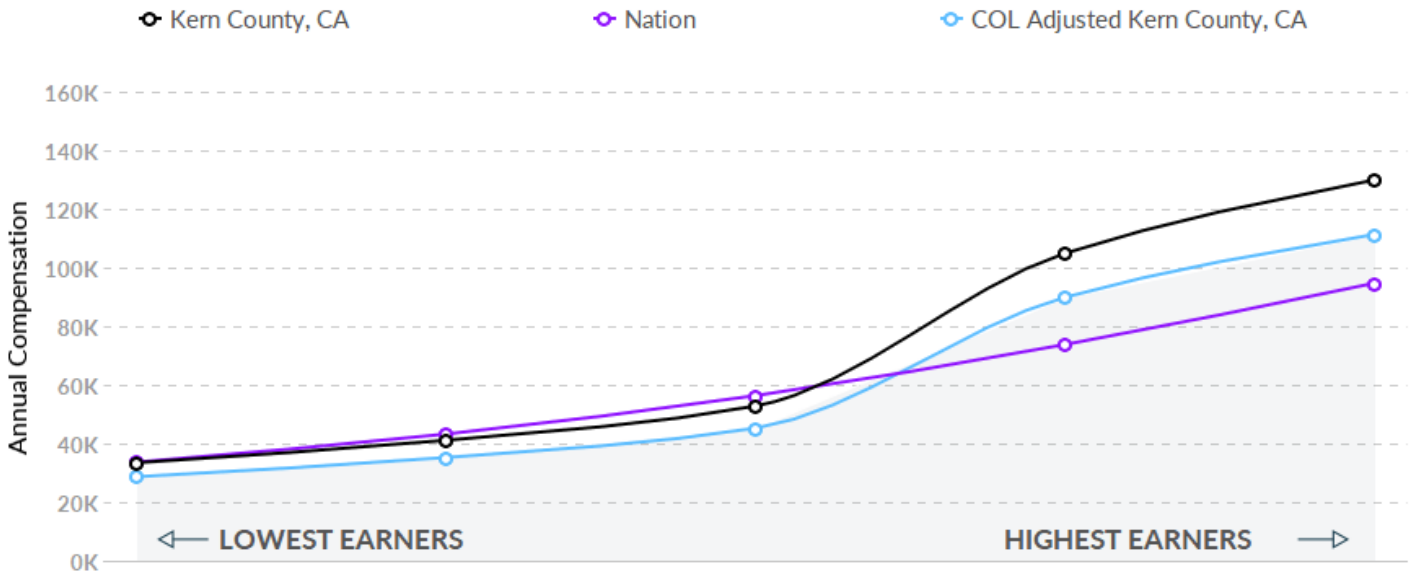


Industry	% of Occupation in Industry (2015)
Education and Hospitals (Local Government)	73.6%
Vocational Rehabilitation Services	6.9%
Individual and Family Services	3.0%
Education and Hospitals (State Government)	2.7%
Elementary and Secondary Schools	2.5%
State Government, Excluding Education and Hospitals	2.0%
Other	9.1%

Compensation

Regional Compensation Is 6% Lower Than National Compensation

In 2018, the median compensation for Educational, Guidance, School, and Vocational Counselors in Kern County, CA is \$52,749. Based on the national median wage of \$56,306 for this position, this means you will spend about 6% less to employ Educational, Guidance, School, and Vocational Counselors here. However, their actual purchasing power will be 20% less than the national median when we adjust for regional cost of living (which is 17% higher than average). This may make it harder to attract talent to the region at this price.



Job Posting Activity



426 Unique Job Postings

The number of unique postings for this job from Sep 2016 to Oct 2019.



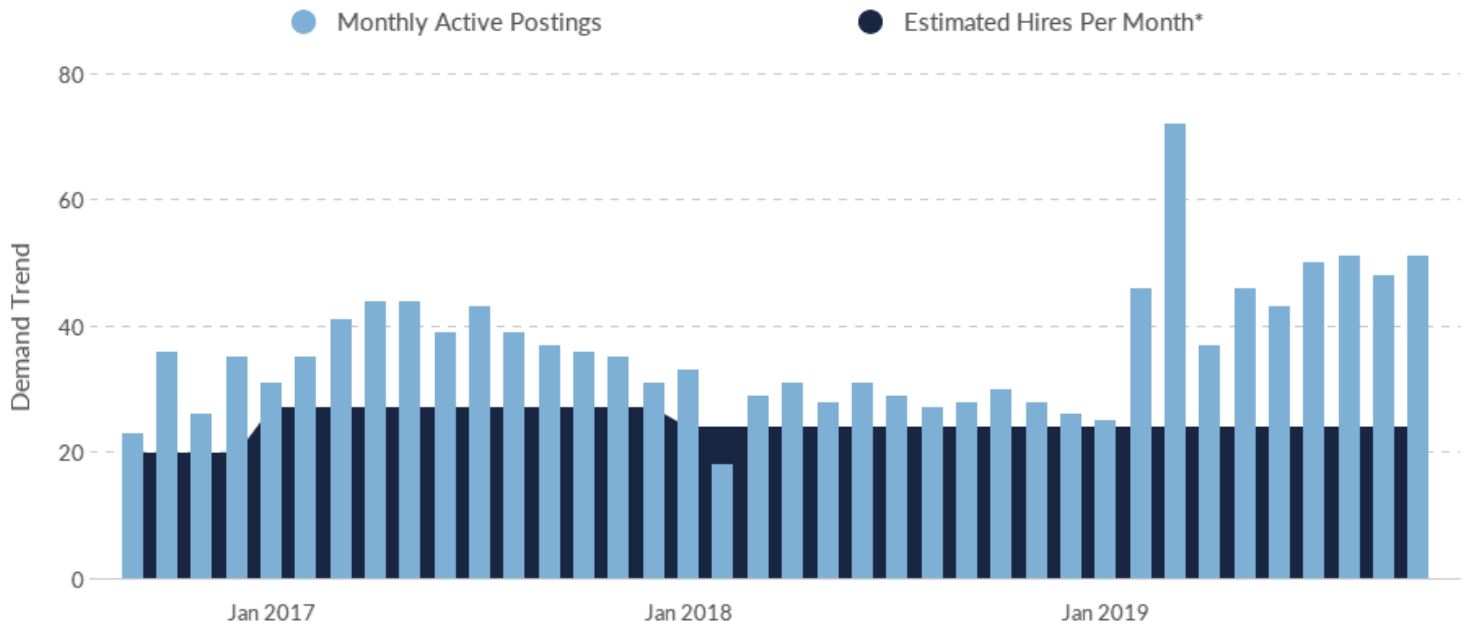
86 Employers Competing










All employers in the region who posted for this job from Sep 2016 to Oct 2019.



26 Day Median Duration

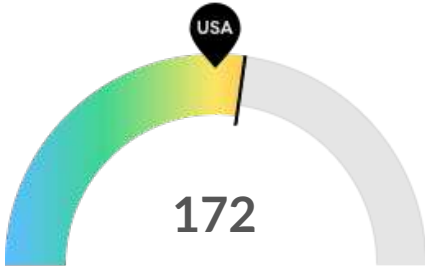
Posting duration is 4 days shorter than what's typical in the region.



Top Companies		Unique Postings		Top Job Titles		Unique Postings	
Kern Community College District	78		Admissions Representatives (Co...	29			
Teach For America, Inc.	38		Training and Development Speci...	26			
Swift Transportation Company	24		Career Transition Specialists	24			
International Education Corpora...	22		Student Services Specialists	24			
Roll Global LLC	15		School Counselors	20			
Kern Union High School District	14		Academic Advisors	18			
California State University	13		Career Services Specialists	15			
San Joaquin Valley College	13		Caregivers (Personal Care and S...	15			
Bakersfield City School District	12		High School Presenters	14			
Unitek Information Systems, Inc.	8		College Counselors	13			

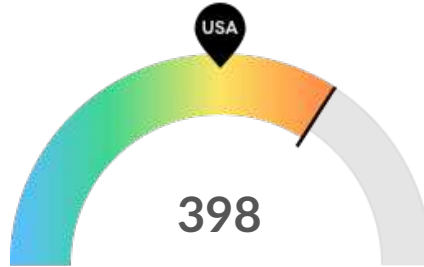
Demographics

Retirement Risk Is High, While Overall Diversity Is High



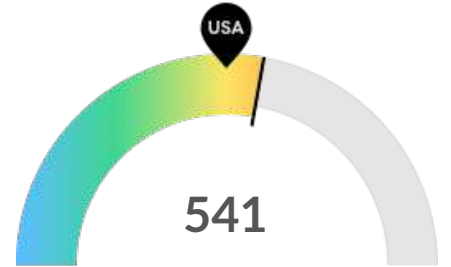
Retiring Soon

Retirement risk is high in Kern County, CA. The national average for an area this size is 151* employees 55 or older, while there are 172 here.



Racial Diversity

Racial diversity is high in Kern County, CA. The national average for an area this size is 241* racially diverse employees, while there are 398 here.

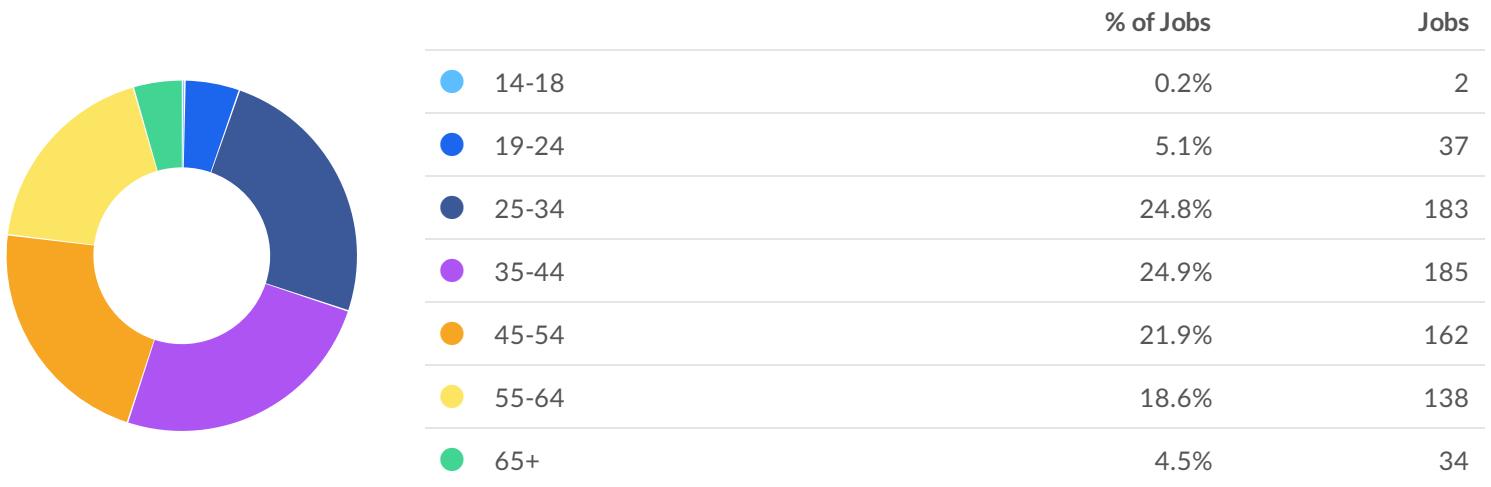


Gender Diversity

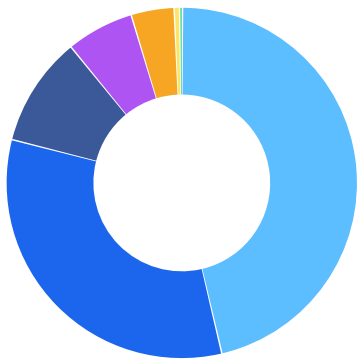
Gender diversity is high in Kern County, CA. The national average for an area this size is 461* female employees, while there are 541 here.

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Occupation Age Breakdown

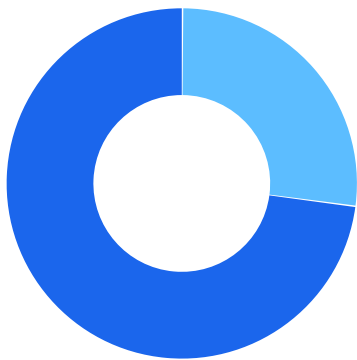


Occupation Race/Ethnicity Breakdown



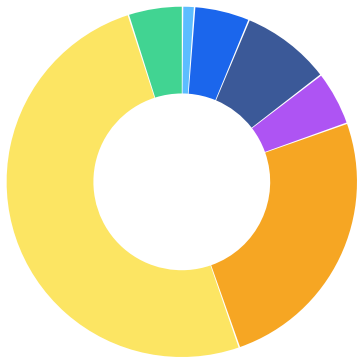
	% of Jobs	Jobs
White	46.3%	343
Hispanic or Latino	32.7%	242
Black or African American	10.1%	75
Asian	6.2%	46
Two or More Races	4.0%	29
American Indian or Alaska Native	0.5%	4
Native Hawaiian or Other Pacific Islander	0.3%	2

Occupation Gender Breakdown



	% of Jobs	Jobs
Males	27.0%	200
Females	73.0%	541

National Educational Attainment



	% of Jobs
● Less than high school diploma	1.1%
● High school diploma or equivalent	5.1%
● Some college, no degree	8.3%
● Associate's degree	5.0%
● Bachelor's degree	25.1%
● Master's degree	50.4%
● Doctoral or professional degree	5.0%

Graduate Pipeline



2 Programs

Of the programs that can train for this job, 2 have produced completions in the last 5 years.



108 Completions (2018)

The completions from all regional institutions for all degree types.



82 Openings (2018)

The average number of openings for an occupation in the region is 58.

Top Programs	Completions (2018)	Top Schools	Completions (2018)
Human Services, General	74	Bakersfield College	52
Counselor Education/School Co...	34	California State University-Bake...	34
		Cerro Coso Community College	22