

A background image showing a woman on the left wearing a grey sweater and a patterned scarf, looking towards the right. On the right, a person wearing a blue and red striped shirt is partially visible, holding a pen and a notepad. The image is dimmed to serve as a background for the text.

3 Community and Social Service Occupations in Kern County, CA

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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, resums, 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

3 Occupations

21-1029	Social Workers, All Other	21-1099	Community and Social Service Specialists,
21-1019	Counselors, All Other		All Other

1 County

6029	Kern County, CA
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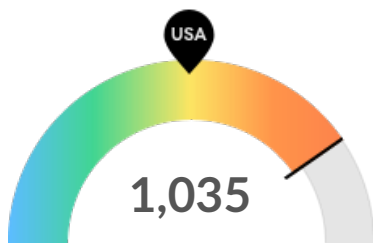
Class of Worker

QCEW Employees and Non-QCEW Employees

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

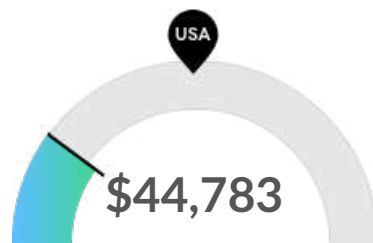
Executive Summary

Light Job Posting Demand Over a Deep Supply of Regional Jobs



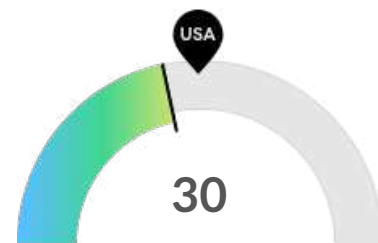
Jobs (2020)

Kern County, CA is a hotspot for this kind of job. The national average for an area this size is 435* employees, while there are 1,035 here.



Compensation

Earnings are low in Kern County, CA. The national median salary for your occupations is \$52,173, compared to \$44,783 here.



Job Posting Demand

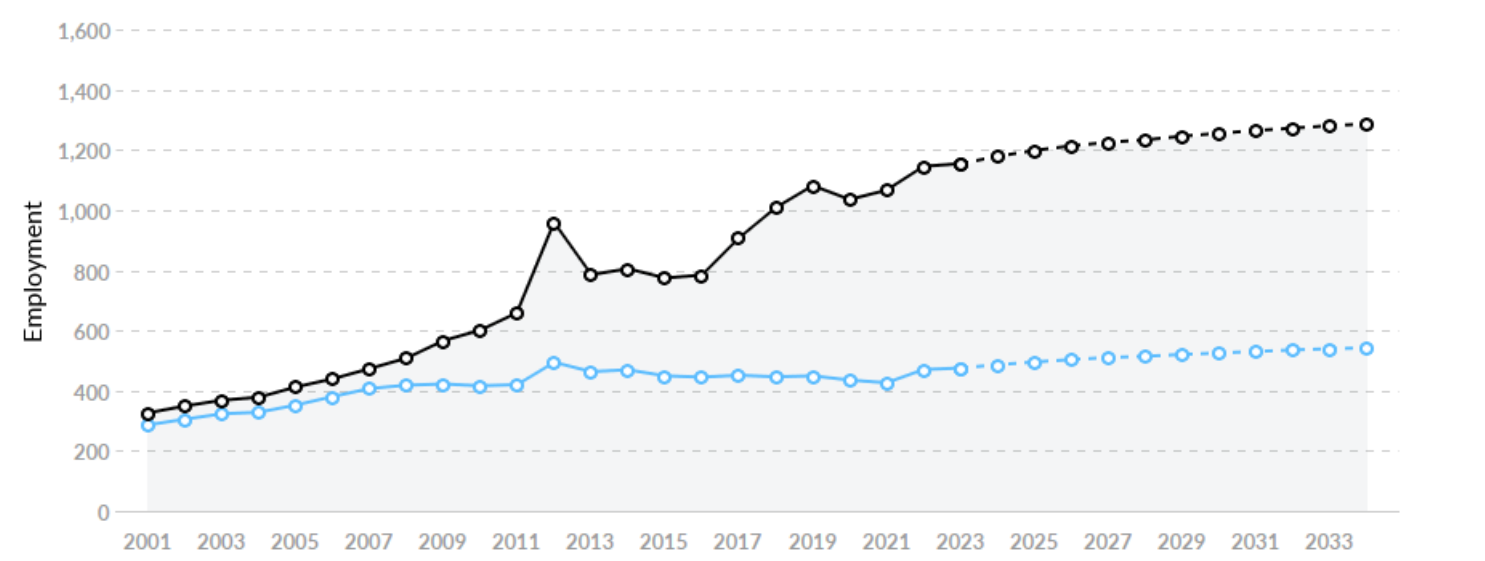
Job posting activity is low in Kern County, CA. The national average for an area this size is 36* job postings/mo, while there are 30 here.

*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

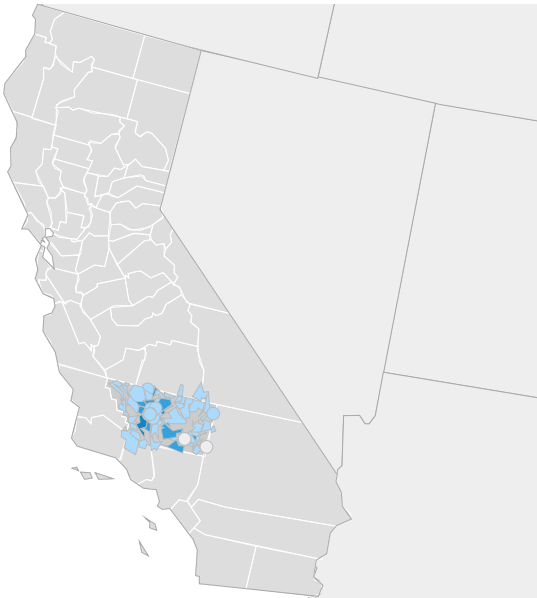
An average area of this size typically has 435* jobs, while there are 1,035 here. This higher than average supply of jobs may make it easier for workers in this field to find employment in your area.



Region	2020 Jobs	2030 Jobs	Change	% Change
● Kern County, CA	1,035	1,255	220	21.3%
● National Average	435	525	91	20.8%

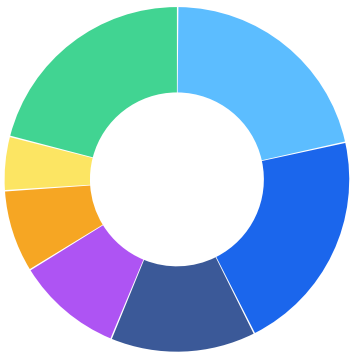
*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and Kern County, CA. In other words, the values represent the national average adjusted for region size.

Regional Breakdown



ZIP	2020 Jobs
Bakersfield, CA 93301 (in Kern county)	130
Bakersfield, CA 93306 (in Kern county)	81
Ridgecrest, CA 93555 (in Kern county)	80
Bakersfield, CA 93311 (in Kern county)	75
Bakersfield, CA 93305 (in Kern county)	72

Most Jobs are Found in the State Government, Excluding Education and Hospitals Industry Sector

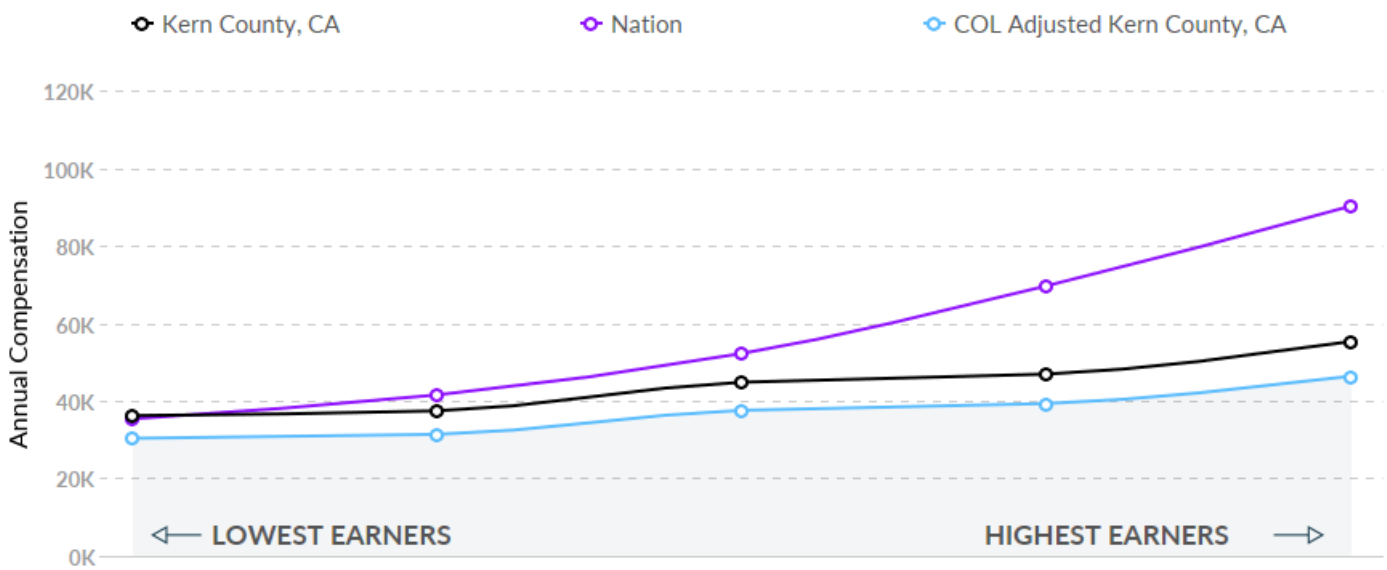


Industry	% of Occupation in Industry (2020)
● State Government, Excluding Education and Hospitals	21.5%
● Local Government, Excluding Education and Hospitals	21.0%
● Individual and Family Services	13.6%
● Federal Government, Civilian	10.0%
● Education and Hospitals (Local Government)	7.7%
● Offices of Other Health Practitioners	5.1%
● Other	21.1%

Compensation

Regional Compensation Is 14% Lower Than National Compensation

For your occupations, the 2023 median wage in Kern County, CA is \$44,783, while the national median wage is \$52,173.



Job Posting Activity



1,720 Unique Job Postings

The number of unique postings for this job from Jan 2020 to Oct 2024.



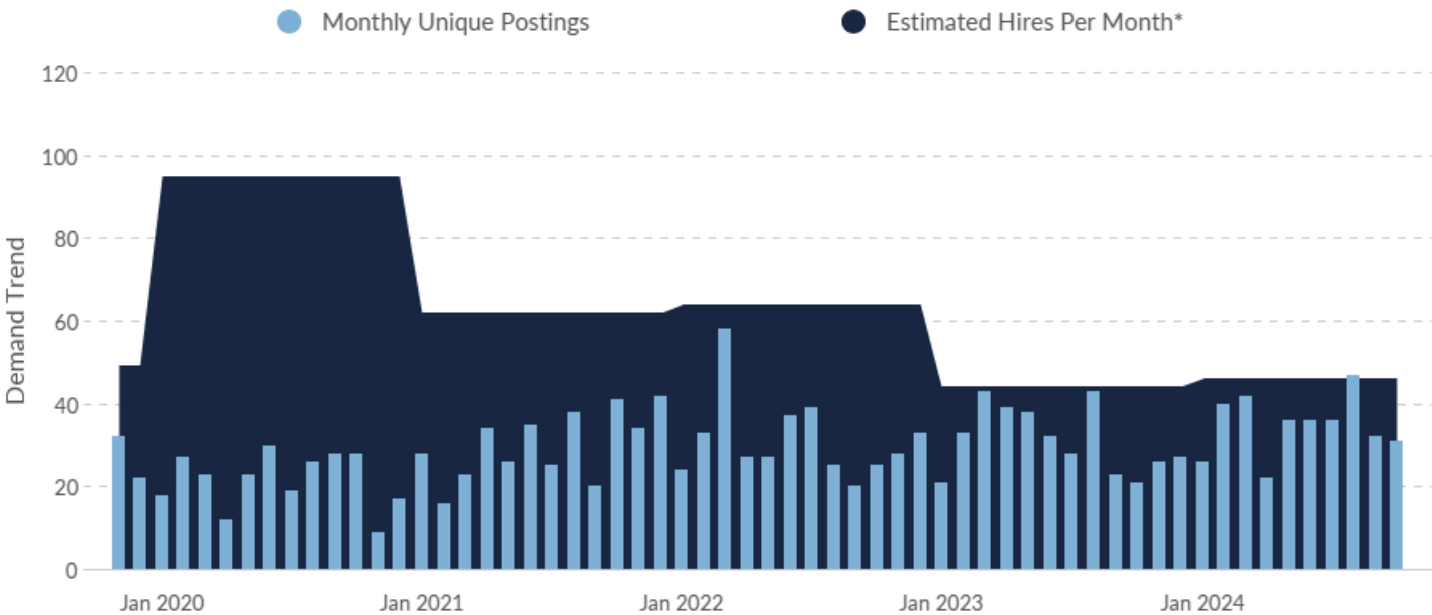
328 Employers Competing

All employers in the region who posted for this job from Jan 2020 to Oct 2024.



28 Day Median Duration

Posting duration is 1 day longer than what's typical in the region.



Occupation	Avg Monthly Postings (Jan 2020 - Oct 2024)	Avg Monthly Hires (Jan 2020 - Oct 2024)
Community and Social Service Specialists, All Other	17	38
Counselors, All Other	12	18

*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	
Pathways Of California		81		Behavior Technicians		246	
Adelante Behavioral Health		68		Recovery Coordinators		129	
ACES Comprehensive Education...		53		Board Certified Behavior Analys...		110	
Telecare		41		Registered Behavior Technicians		79	
Special Explorers Center		39		ABA Behavioral Technicians		49	
Behavior Frontiers		38		Program Supervisors		37	
Dv Therapy		34		Social Service Workers		34	
Kern County		34		Behavioral Technicians		29	
Americorps		30		Community Outreach Coordinat...		28	
Aspiranet		30		Counselors		26	

Top Distinguishing Skills by Demand

Not enough data to display Distinguishing Skills for this occupation.

Top Defining Skills by Demand

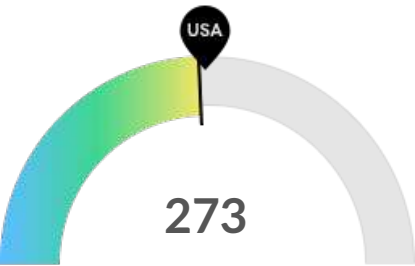
Not enough data to display Defining Skills for this occupation.

Top Necessary Skills by Demand

Not enough data to display Necessary Skills for this occupation.

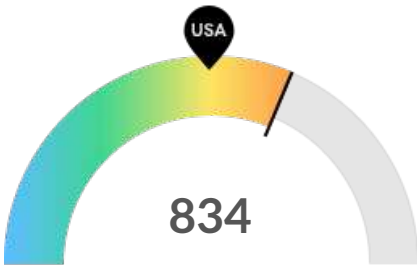
Demographics

Retirement Risk Is About Average, While Overall Diversity Is High



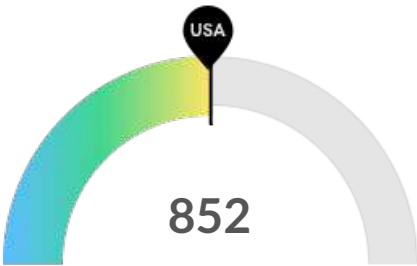
Retiring Soon

Retirement risk is about average in Kern County, CA. The national average for an area this size is 283* employees 55 or older, while there are 273 here.



Racial Diversity

Racial diversity is high in Kern County, CA. The national average for an area this size is 585* racially diverse employees, while there are 834 here.

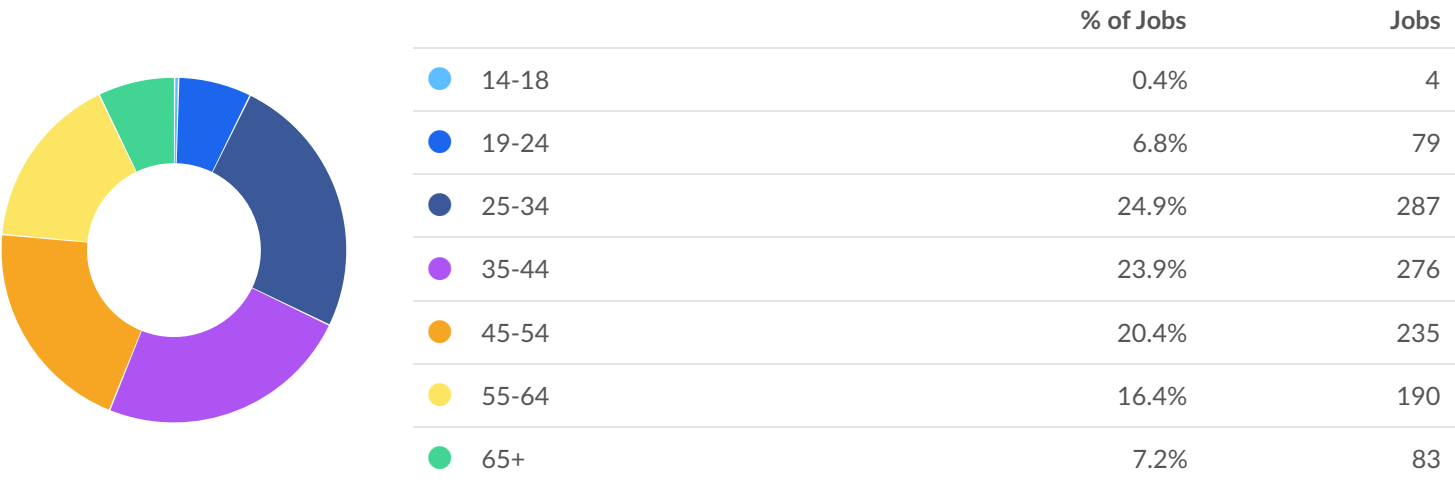


Gender Diversity

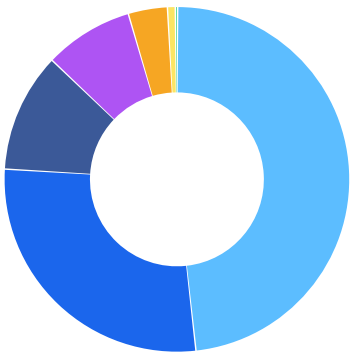
Gender diversity is about average in Kern County, CA. The national average for an area this size is 849* female employees, while there are 852 here.

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Occupation Age Breakdown

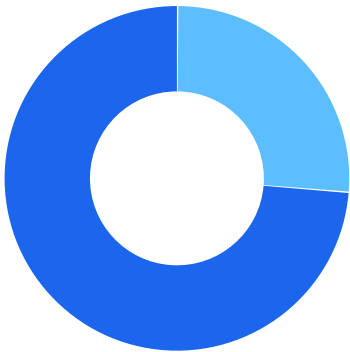


Occupation Race/Ethnicity Breakdown



	% of Jobs	Jobs
Hispanic or Latino	48.2%	556
White	27.7%	320
Black or African American	11.2%	129
Asian	8.3%	96
Two or More Races	3.7%	42
American Indian or Alaska Native	0.7%	8
Native Hawaiian or Other Pacific Islander	0.2%	3

Occupation Gender Breakdown



	% of Jobs	Jobs
Males	26.2%	303
Females	73.8%	852

Occupational Programs



4 Programs

Of the programs that can train for this job, 4 have produced completions in the last 5 years.



1,061 Completions (2023)

The completions from all regional institutions for all degree types.



132 Openings (2023)

The average number of openings for an occupation in the region is 63.

CIP Code	Top Programs	Completions (2023)	
42.0101	Psychology, General	681	
45.1101	Sociology, General	275	
44.0701	Social Work	69	
44.0000	Human Services, General	36	

Top Schools	Completions (2023)	
California State University-Bakersfield	480	
Bakersfield College	471	
Cerro Coso Community College	60	
Taft College	50	

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

Emsi occupation employment data are based on final Emsi industry data and final Emsi 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 Emsi 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.