

Kern Adult Education Program Three Year Plan 2019-2022

Section 1: Consortium Information

Kern AEP Consortium

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Section 2: Comprehensive Regional Three- Year Plan

2.1 Executive Summary

The Members of the Kern AEP Consortium have embraced the challenges of AB86 and its goals over the past three years and are looking forward to continuing the progress in 2019-2022. We are learning what works and what does not, are better utilizing available resources, and becoming more targeted in our goals for improvement. Our concentration is shifting from starting up and/or developing new programs to strengthening and expanding existing programs to make them better meet the needs of our students. For this 3-year plan, we have worked with each sub-region to obtain information from a variety of stakeholders and identified needs through meetings, surveys, self-assessments, interviews and dialogue sessions. The consortium worked with a data research agency to obtain meaningful data for members to use in determining labor market trends and providing relevant training to promote student success.

Kern AEP has an important job to do to meet the needs of adult learners. What we have found through development of this plan is that:

- Unemployment in our region generally remains higher than state levels, especially in areas relying upon agriculture employment. We must help with diversification through training programs in order to be responsive to economic trends. Although 28% of the fully-utilized workers have no more than a HS diploma, a downturn in the economy could negatively affect this group's utilization status.
- The region as a whole has a large population that would benefit from completion of a High School Diploma/ GED as a minimum in order to be eligible for the anticipated job openings in our region. To better serve our communities it is our responsibility to offer strong programs and proactively reach out to underserved population.
- Numerous opportunities for growth in adult programs in adult schools and community colleges exist in Health and Social Services, Agriculture, Education and Warehousing. Training in service occupations (i.e. hotel management/ culinary) which allow for quick entry into employment would also be appropriate for regional adult schools to offer.
- Completion of post-secondary non-degree awards are needed, especially in the health sector openings.

Consortium Themes for 2019-2022

- Increase accessibility by expanding outreach and utilizing strategies to break down barriers to enrollment and completion
- Align and accelerate ESL curriculum
- Bridge academic and social gaps in student preparation and assist in transitions to increase success in college
- Increase access to college and college credit
- Implement innovative programs and strategies

2.2 Pre-Planning Assessment

The Kern Adult Education Program Consortium (Kern AEP) is diverse, both geographically and economically. Covering over 24,800 square miles it includes portions of the counties of Kern, Inyo, Mono, Tulare and San Bernardino counties. The area is served by the Kern Community College District (KCCD), comprised of Bakersfield, Cerro Coso and Porterville Colleges. Additional KCCD education centers and sites are located in Delano, downtown Bakersfield, Mammoth/ Bishop, Tehachapi, Edwards Air Force, and the Kern River Valley. As one of the largest community college districts in the United States, KCCD's over 30,000 students represent a diversity of religions, economic backgrounds, sexual orientations, abilities, and ethnicities. This diversity is also seen in the region's K-12 school districts and adult education programs. Due to the size and geographic uniqueness of this region, which is sparsely populated with many miles of open land between communities, the Consortium area was organized into four sub-regions in



2015, each with distinct demographic and economic profiles as well as business and industry strengths. These sub-regions generally correspond to the Kern CCD services areas for Bakersfield College, Porterville College, and Cerro Coso Community College. The Greater Bakersfield (and surrounding cities and communities of South Bakersfield Job Spot, Arvin, Lamont, Greenfield/ Rexland Acres) and the Northern Kern area communities of Delano, McFarland, Shafter and Wasco are served by Bakersfield-Main and Delano college campuses. Porterville College provides services to the Porterville sub region (the city and the Tulare County portion of the Consortium). The Eastern Sierra sub region (Tehachapi, Mojave, California City, Boron, Ridgecrest, and numerous communities in Inyo and Mono Counties) is served by Cerro Coso Community College. In February 2019 the Inyo County Office of Education and Trona became members of the Kern AEP consortium and will each receive an initial startup funding of \$25,000 from the consortium.

Preliminary funding for 2019-2020 for Kern AEP is anticipated to be \$17,403,476. The Adult Education (AE) providers in the region are quite diverse ranging from AE schools with enrollments (providing services) of 23 per year to 6,294 (2017-2018 TOPS Data). This results in a diverse and wide range of funding for individual consortium members. The economic factors in the communities are also specific, with agriculture, aerospace and retail and hospitality prominent in different sub regions. For this reason it is also appropriate to view adult education needs in our region through the lenses of geography, economic/ industry characteristics, as well as size.

Activities for the three-year plan occurred throughout the 2018-2019 school year. Materials, webinars and other resources from <https://caladulthood.org/> and WestEd were utilized in the planning process. Monthly meetings of the Consortium were held with three year planning as a standing agenda item. Individual entity interviews were held to provide an equal voice in identifying each organization's individual programs and services, strengths, needs, gaps in services, and potential growth areas. Consortium activities were designed to capture sub region needs as well as needs specific to small, medium, and larger adult schools in the region. Logic models were created with input from members. Opportunities were provided for inputs from individuals, each school and the consortium as a whole. Results of input activities were shared and validated with consortium members.

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Topics covered in consortium meetings included the use of the quality self-assessment tool, and activities and discussions centered on member engagement, community stakeholders and involvement, outreach to the community and professional development.

Through use of the Self-Assessment tool, strengths of the consortium were identified including overall consortium management, the practice of frequent convening to discuss progress towards goals and processes as well as overall collaboration and coordination. Over its inception the consortium members have put systems in place to support each other and work together to build capacity. While the consortium is strong, members identified the continuing need to update and standardize procedures, especially related to reporting, and provide training, in particular for new employees into adult education roles. Regular sharing of best practices was also identified as a consortium enhancement that would increase consortium capacity.

Adult Education services are primarily delivered through LEA adult schools and are supported by the three colleges of the Kern Community College District. Services to the Jail population (Lerdo) are offered through Bakersfield Adult School and reported out separately to track enrollment and services to this population of almost 2,000. America's Job Center of California/ Employers' Training Resources work in conjunction with several of the adult schools in transitioning students to the workforce through posting job openings, coordinating interviews, providing targeted industry training and other services. In Bakersfield, Bakersfield Adult School has coordinated a partnership with Bakersfield College and America's Job Center to bring education and training programs to underserved adult populations in South Kern. The Job Spot, a one-stop job/education shop is staffed by individuals from BAS, BC and America's Job Center of California. Residents in North Kern can receive job training and transition services at the AJC-Delano office. Operating outside of the state adult education program and funding, but providing services in several areas in Kern County is FIELD- Farmworker Institute of Education & Leadership Development. The Central Valley/ Motherlode Regional Consortium Strong Workforce Program has participated in Kern AEP meetings through common representatives as well as formal presentations.

The Kern AEP K-12 LEA members number thirteen with the inclusion of three county offices of Education, three Union high school districts, and seven Unified K-12 districts. Each entity has unique characteristics and will be discussed below in the order of numbers of students enrolled.

Table 1 lists the Kern Adult Education (Kern AEP) Consortium program providers and indicates participation in the seven adult education program areas.

TABLE 1. KERN AEP REGIONAL SERVICE PROVIDERS

Provider Name	Provider Type	Location where AE services are Provided	Program Areas								If other, provide a brief description of services provided
			ABE	ASE	ESL	CTE	AWD	WR	PA	ACS	
1. Kern Community College District- Bakersfield, Cerro Coso and Porterville Colleges	Community College District	2100 Chester Ave. Bakersfield, Ca 93301		X	X	X	X	X			
a. Bakersfield College	Community College	1801 Panorama Dr. Bakersfield, Ca 93305			X	X	X	X		X	
b. Cerro Coso College	Community College	3000 College Heights Blvd. Ridgecrest, CA 93555	X	X			X	X			
c. Porterville College	Community College	100 E. College Ave. Porterville, Ca 93257			X		X	X			
2. Delano Joint Union High School District Delano Adult School	K-12 School District	1811 Princeton St. Delano, CA 93215	X	X	X	X	X	X			
3. Kern Union High School District- a. Bakersfield Adult School	K-12 School District	Main- 501 S. Mount Vernon Ave. Bakersfield CA 93307 Health Careers- 2727 "F" ST. Bakersfield, CA 93301 Job Spot- 1501 Panama Lane, Bakersfield, CA 93307	X	X	X	X	X	X			
b. Lerdo Detention Facility	CDC Prison	17645 Industrial Farm Rd. Bakersfield CA 93308	X	X		X	X	X		X	
4. McFarland Unified School District Mc Farland Adult School	K-12 School District	McFarland Learning Center 559 5 th St. McFarland, CA 93250	X	X	X						
5. Mojave Unified School District-	K-12 School District	15800 O St. Mojave, CA 93501	X	X	X	X		X		X	

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Mojave Adult School											
6. Mono County Office of Education- Adult Education Center	K-12 County Office	Mammoth Lakes Library- 400 Sierra Park Rd. Mammoth Lakes, CA 93546		X	X	X				X	
7. Muroc Joint Unified School District	K-12 School District	Lynch Learning Center 17100 Foothill Ave. North Edwards, CA 93523	X	X		X					
8. Porterville Unified School District- Porterville Adult School	K-12 School District	1414 W. Olive Ave. Porterville 93527	X	X	X	X		X			Citizenship, Conversational Spanish , Community Workshops
9. Sierra Sands Unified School District SSUSD Adult School	K-12 School District	348 Rowe St. Ridgecrest, CA 93555	X	X	X			X			
10. Tehachapi Unified School District Tehachapi Adult School	K-12 School District	400 S. Snyder Ave. Tehachapi, CA 93561	X	X		X		X			Community Workshops
11. Wasco Union High School District	K-12 School District	Independence High School 1445 Poso Dr. Wasco, CA 93280		X	X						
12. Kern County Superintendent of Schools	K-12 County Office	1300 17 th St., City Centre Bakersfield, Ca 93301									Non-service voting member- Technical assistance
13. Inyo County Office of Education	K-12 County Office	555 S. Clay St. Independence, CA 93526									New to Consortium February 2019
14. Trona Joint Unified School District	K-12 School District	83600 Trona Rd Trona, CA 93562									New to Consortium February 2019

TABLE 2. FUNDING FOR ADULT EDUCATION PROGRAMS AND SERVICES

Source and Type of Funds	Funding Estimates FY2019-20	Funding Estimates FY2020-21	Funding Estimates FY2021-22
State / Federal Funding			
AEP	\$17,403,476	\$17,403,476	\$17,403,476
CalWORKs	\$268,274	\$268,274	\$268,274
CCD Apportionment	\$0	\$0	\$0
Corrections	\$1,986,438	\$1,986,438	\$1,986,438
LCFF / District Funds	\$464,194	\$464,194	\$464,194
Perkins V	\$155,439	\$155,439	\$155,439
WIOA II	\$1,991,195	\$1,991,195	\$1,991,195
Other			
Non-credit	\$161,627	\$161,627	\$161,627
Contracted Services	\$662,005	\$662,005	\$662,005
Fees	\$441,643	\$441,643	\$441,643
Other State Grants	\$90,631	\$90,631	\$90,631
Total	\$23,624,922	\$23,624,922	\$23,624,922

2.3 Community Need and Customers

Information about each Consortium Partner is presented in order of enrollment from highest to lowest.

Bakersfield Adult School - Bakersfield Adult School (BAS) opened its doors in 1917, 102 years ago, in the basement of Kern Union High School, now known as Bakersfield High School. As part of the Kern Union High School District, BAS is now the third largest adult school in the state providing services to 4,855 (unduplicated) students plus 1,429 Prison students in a multitude of courses and programs during 2017-2018. KUSD maintained adult education program during categorical funding flexibility and continues to provide a robust program in order to meet the needs of Bakersfield and the outlying communities. Bakersfield Adult School has a six year WASC accreditation. Administration includes a principal, ten certificated and one classified administrators. All students, including CTE enrollees, are required to go through orientation and assessment. Services are provided at three sites, including the primary location in Bakersfield, a BAS Health Careers Center in downtown Bakersfield and a Job Spot colocation spot with the America's Job Center and Bakersfield College. The Job Spot micro-campus, is a multi-agency collaborative partnership to bring educational opportunities and services and provide "one-stop" convenience to local residents. Through the Job Spot, BAS provides classes in GED, Bilingual GED, Citizenship and online High School Diploma. ESL courses are also taught through distance learning and at various elementary school campuses. BAS is considered to have aligned ESL programs but will continue to work with BC on transition programs for ESL participants. The main campus offers six of the seven adult education program areas and, like all other Kern AEP members, does not currently offer pre-apprenticeship. Space for expansion continues to be a challenge for BAS. Independent study has been found to be effective in offering the HS Diploma track. BAS offers CTE Business programs with certification, computer applications, network cabling and Information Technology Specialist training. Eighteen week beginning and advanced Culinary programs help students with organizational and workplace skills and offer a quick transition into the work place. Students are assisted through after care to help with work placements. A variety of courses in the health careers pathway are offered including Vocational Nurse, Healthcare Support Occupations, Medical Billing and Coding, Medical and Nurse Assistant, as well as CEU units.

Programs for Adults with Disabilities are provided in conjunction with the Bakersfield Assn. of Retarded Citizens (BARC) through services in a sheltered workshop setting. BAS provides pullout services provided by teachers and the SNAP curriculum weekly. SNAP presents basic daily living skills training in an adult age appropriate forum.

Bakersfield Adult 2017-2018	Assessed	AEP Outcomes	Services
Program Areas	Enrollees assessed	Enrollees with AEP Outcomes	Students receiving services
English Language Learner (ESL/ELL)	Yes	Yes	Yes
Basic Skills (ABE)	Yes	Yes	Yes
High School Diploma (HSD)	Yes	Yes	Yes
High School Equivalency (HSE)	Yes	Yes	Yes
Career and Technical Education (CTE)	Yes	Yes	Yes
Programs for Adults with Disabilities	Yes	Yes	Yes
Adults Training for Child School Success	Yes	Yes	Yes
Workforce (Re)Entry	Yes	Yes	Yes
Pre-Apprenticeship	NA	NA	NA

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No Designated Program	No	No	Yes
Total Unduplicated Students	2405	3,007	4,855
Assessed and showed literacy gains	1742		
Gains	72%		
% of students receiving 12+ hrs. of instruction	72%		

As of May 2019 (2018-2019 school year), BAS had assessed 3,008 unduplicated students, was tracking 3,850 unduplicated students for AEP Outcomes and had provided services to 5,918 unduplicated students. This is a decrease from the 2017-2018 school year (3,983, 5,359, 6,936). The persistence rate (students with 1 or more hours of instruction who made it to 12 hours of instruction) is calculated to be 73.03 % with 70% as a target and AEP Outcome attainment is 100%.

BAS also serves the California Dept. of Corrections Lerdo Prison Facility with CDC Lerdo paying for teacher salaries and BAS offering ABE, GED and CTE programs.

CDC Lerdo	Assessed	AEP Outcomes	Services
Program Areas	Enrollees assessed	Enrollees with AEP Outcomes	Students receiving services
English Language Learner (ESL/ELL)	No	No	No
Basic Skills (ABE)	Yes	Yes	Yes
High School Diploma (HSD)	No	No	No
High School Equivalency (HSE)	Yes	Yes	Yes
Career and Technical Education (CTE)	Yes	Yes	Yes
Programs for Adults with Disabilities	No	No	Yes
Adults Training for Child School Success	Yes	Yes	Yes
Workforce (Re)Entry	Yes	Yes	Yes
Pre-Apprenticeship	No	No	No
No Designated Program	No	No	No
Total Unduplicated Students	212	767	1,439
Assessed and showed literacy gains	TBD		
Gains	TBD		
% of students receiving 12+ hrs. of instruction	53%		

As of May 2019 (2018-2019 school year), Lerdo had assessed 401 unduplicated students, was tracking 1,189 unduplicated students for AEP Outcomes and had provided services to 2,065 unduplicated students. This is a decrease in two areas from the 2017-2018 school year (850, 1,678, 1,912). The persistence rate (students with 1 or more hours of instruction who made it to 12 hours of instruction) is calculated to be 57.61% with 70% as a target and AEP Outcome attainment is 90.50%.

Porterville Adult School (PAS) - With a new location and new website, PAS is poised to continue and expand their programs. PAS serves students in most of the seven Program Areas and plans to add pre-apprenticeship programs in Solar, Electrician and HVAC over the next two years. PAS enrolled 801 (unduplicated) students in 2017-2018 and provided services to 1,521 students. PAS is WASC accredited. High school diploma classes are taught through independent study and on location at a local high school campus. All diploma students are expected to take and pass a Student Success courses modeled on the Get Focus, Stay Focused curriculum from Academic Innovations. This course is pending approval of

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articulation through Porterville College. PAS was just granted permission to transition juvenile students enrolled at the Porterville Developmental Center (residential general and secure treatment centers) into adult school diploma programs at age 18 until core competencies are obtained. HiSet preparation is provided in both English and Spanish. An extensive ESL program (three levels) and Citizenship programs are taught at the main campus and nine satellite sites in order to meet this rural community's needs. CTE courses are offered in both paid and free programs and include Business, Custodial and Maintenance Training Program, Solar Technician and numerous health science and medical technology programs. An Operating Room Technician program will begin in 2019-2010. Students receive OSHA 10 certification and NCEER certification in various programs. Adults with disabilities may receive services provided by DRC at the PAS location on Wednesdays.

Porterville Adult 2017-2018	Assessed	AEP Outcomes	Services
Program Areas	Enrollees assessed	Enrollees with AEP Outcomes	Students receiving services
English Language Learner (ESL/ELL)	Yes	Yes	Yes
Basic Skills (ABE)	Yes	Yes	Yes
High School Diploma (HSD)	Yes	Yes	Yes
High School Equivalency (HSE)	Yes	Yes	Yes
Career and Technical Education (CTE)	Yes	Yes	Yes
Programs for Adults with Disabilities	No	No	No
Adults Training for Child School Success	No	No	No
Workforce (Re)Entry	Yes	Yes	Yes
Pre-Apprenticeship	No	No	No
No Designated Program	No	No	No
Total Unduplicated Students	641	794	1,447
Assessed and showed literacy gains	161		
Gains	25%		
% of students receiving 12+ hrs. of instruction	55%		

As of May 2019 (2018-2019 school year), Porterville had assessed 896 unduplicated students, was tracking 1,105 unduplicated students for AEP Outcomes and had provided services to 1,730 unduplicated students. This is an increase in all areas from the 2017-2018 school year (801, 903, 1,521). The persistence rate (students with 1 or more hours of instruction who made it to 12 hours of instruction) is calculated to be 69.95 % with 70% as a target and AEP Outcome attainment is 92.49%.

Delano Adult School (DAS) - DAS operates through Delano Joint Union High School District. Delano is located thirty-two miles north of Bakersfield on the Hwy 99 corridor. A rural community, heavily impacted by agriculture, Delano serves about 100 adults in both daytime and evening high school diploma programs and an additional 30 students in HiSET prep. DAS finds that their numbers fluctuating in between agriculture season events. ESL is offered in the daytime through three mixed classes as well as six leveled classes in the evening to about 120 students per semester. DAS encourages its students to "Come for English- Stay for Certification" (GED, HS diploma, CTE). Extensive business programs, (Literacy, applications, office management, and accounting) are offered to about 30 students and courses are articulated with Bakersfield College. Students may take the Nurse Aide exam after completing courses and welding students may certify in NCEER and OSHA 10. A 3 in 1 Orientation, Assessment and

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Registration process started in 2017-18 has been successful and expanded to both high school and adult school students this year. DAS also offers tuition CTE courses dependent upon student demand and instructor availability.

Delano Adult 2017-2018	Assessed	AEP Outcomes	Services
Program Areas	Enrollees assessed	Enrollees with AEP Outcomes	Students receiving services
English Language Learner (ESL/ELL)	Yes	Yes	Yes
Basic Skills (ABE)	Yes	Yes	Yes
High School Diploma (HSD)	Yes	Yes	Yes
High School Equivalency (HSE)	Yes	Yes	Yes
Career and Technical Education (CTE)	Yes	Yes	Yes
Programs for Adults with Disabilities	No	No	Yes
Adults Training for Child School Success	No	No	No
Workforce (Re)Entry	Yes	Yes	Yes
Pre-Apprenticeship	No	No	Yes
No Designated Program	No	No	Yes
Total Unduplicated Students	239	285	688
Assessed and showed literacy gains	0		
Gains	0%		
% of students receiving 12+ hrs. of instruction	42%		

As of May 2019 (2018-2019 school year), Delano had assessed 303 unduplicated students, was tracking 373 unduplicated students for AEP Outcomes and had provided services to 857 unduplicated students. This is a decrease from the 2017-2018 school year (600, 815, 962). The persistence rate (students with 1 or more hours of instruction who made it to 12 hours of instruction) is calculated to be 44.46% with 70% as a target and AEP Outcome attainment is 11.80%.

Wasco Unified Adult School- WAS – Wasco, located off Highway 46, west of Hwy 99 is located on the campus of Independence High School. Recent completion of a building project has now provided the adult school with additional administrative and classroom spaces as well as a separate entrance and identity. The High School Diploma track enrolls approximately 120-150 students. Diploma track students must complete the Get Focused...Stay Focused curriculum for graduation. HiSET preparatory classes are available online. Basic skills, GED preparation and CTE offerings are currently limited by space and funding. Microsoft Office computer classes are offered. An ESL program for up to 60 students is offered yearly along with Citizenship classes. Bakersfield College-Delano offers selected college courses in Wasco, provides tutors for HS diploma and advanced ESL students and provides limited academic counseling for all students, including those with disabilities. A One Stop in Wasco opened in February 2019.

Wasco Adult 2017-2018	Assessed	AEP Outcomes	Services
Program Areas	Enrollees assessed	Enrollees with AEP Outcomes	Students receiving services
English Language Learner (ESL/ELL)	Yes	Yes	Yes
Basic Skills (ABE)	No	No	No

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High School Diploma (HSD)	Yes	Yes	Yes
High School Equivalency (HSE)	No	No	No
Career and Technical Education (CTE)	No	No	No
Programs for Adults with Disabilities	No	No	No
Adults Training for Child School Success	No	No	No
Workforce (Re)Entry	No	No	No
Pre-Apprenticeship	No	No	No
No Designated Program	No	No	Yes
Total Unduplicated Students	184	185	405
Assessed and showed literacy gains	0		
Gains	0%		
% of students receiving 12+ hrs. of instruction	70%		

As of May 2019 (2018-2019 school year), Wasco had assessed 208 unduplicated students, was tracking 214 unduplicated students for AEP Outcomes and had provided services to 391 unduplicated students. This is a decrease from the 2017-2018 school year (222, 248, 755). The persistence rate (students with 1 or more hours of instruction who made it to 12 hours of instruction) is calculated to be 62.03% with 70% as a target and AEP Outcome attainment is 23.36%.

Mojave Adult School- MAS- Mojave is a program being rebuilt with reported attendance growing from 0 in 2014-2015 to 149 students in 2018-2019. In response to community needs, the high school diploma program for adults began in November 2018 and is using the APEX program. ESL is being offered at two separate locations as stand-alone courses with no current transition to the college level. CTE courses include a beginning, advanced and specialized welding program (dual enrollment with Cerro Coso College), a medical allied pathway, and three sections of computers per year. A full-time bilingual counselor is available to enroll and coach students. The adult school location on the high school campus creates an issue with only limited courses being offered during the day due to the presence of high school students on the same campus. Mojave AS has not started the WASC accreditation process but they have obtained a CDS code as a first step.

Mojave Adult 2017-2018	Assessed	AEP Outcomes	Services
Program Areas	Enrollees assessed	Enrollees with AEP Outcomes	Students receiving services
English Language Learner (ESL/ELL)	Yes	Yes	Yes
Basic Skills (ABE)	Yes	Yes	No
High School Diploma (HSD)	Yes	Yes	Yes
High School Equivalency (HSE)	No	No	No
Career and Technical Education (CTE)	Yes	Yes	Yes
Programs for Adults with Disabilities	No	No	No
Adults Training for Child School Success	Yes	Yes	Yes
Workforce (Re)Entry	Yes	Yes	Yes
Pre-Apprenticeship	No	No	No
No Designated Program	No	No	Yes
Total Unduplicated Students	41	97	134

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Assessed and showed literacy gains	9
Gains	22%
% of students receiving 12+ hrs. of instruction	72%

As of May 2019 (2018-2019 school year), Mojave had assessed 54 unduplicated students, was tracking 117 unduplicated students for AEP Outcomes and had provided services to 159 unduplicated students. This is an increase from the 2017-2018 school year (6, 50, 112). The persistence rate (students with 1 or more hours of instruction who made it to 12 hours of instruction) is calculated to be 74.05% with 70% as a target and AEP Outcome attainment is 15.38%.

Sierra Sands Unified Adult School- SSUSD High School Diploma programs are offered to about 160 students per year using the Acellus video program. Through renewed outreach, a small ESL program, with child care provided for children of attendees, was expanded this year with two classes- leveled beginner-intermediate and intermediate to advanced. At this point no other programs are offered. Potentially citizenship courses, business courses and certification in child care could be offered if there was sufficient funding.

Sierra Sands Unified Adult 2017-2018	Assessed	AEP Outcomes	Services
Program Areas	Enrollees assessed	Enrollees with AEP Outcomes	Students receiving services
English Language Learner (ESL/ELL)	Yes	Yes	Yes
Basic Skills (ABE)	Yes	Yes	Yes
High School Diploma (HSD)	Yes	Yes	Yes
High School Equivalency (HSE)	No	No	No
Career and Technical Education (CTE)	No	No	No
Programs for Adults with Disabilities	No	No	No
Adults Training for Child School Success	No	No	No
Workforce (Re)Entry	No	No	No
Pre-Apprenticeship	No	No	No
No Designated Program	No	No	No
Total Unduplicated Students	68	68	177
Assessed and showed literacy gains	0		
Gains	0%		
% of students receiving 12+ hrs. of instruction	38%		

As of May 2019 (2018-2019 school year), Sierra Sands had assessed 116 unduplicated students, was tracking 116 unduplicated students for AEP Outcomes and had provided services to 225 unduplicated students. This is an increase from the 2017-2018 school year (0, 0, 225). The persistence rate (students with 1 or more hours of instruction who made it to 12 hours of instruction) is calculated to be 51.56% with 70% as a target and AEP Outcome attainment is 6.03%.

Tehachapi Unified Adult School- TAS - Tehachapi enrolls 55 students and graduates an average of 22 students per year through the High School Diploma program using the Plato platform. GED preparation is provided but has limited enrollment due to reluctance of military and businesses to accept the GED in this area. Tehachapi is an authorized GED test center. ESL and services for students with disabilities are generally referred to Bakersfield Adult School located 45 minutes away. Welding is offered to 15 students

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per year through a two course sequence. It is TAS' intent to obtain NCEER certification in welding for the program. A workshop on employability skills was offered in 2019 and other community workshops are planned. TAS is the process of obtaining WASC accreditation with initial approval in December 2017 and anticipated final approval this calendar year. Tehachapi AS was co-located with Cerro Coso for two years and is not this current year due to local budget concerns. They hope to co-locate again to facilitate transitions between the two programs.

Tehachapi Unified Adult 2017-2018	Assessed	AEP Outcomes	Services
Program Areas	Enrollees assessed	Enrollees with AEP Outcomes	Students receiving services
English Language Learner (ESL/ELL)	No	No	No
Basic Skills (ABE)	Yes	Yes	Yes
High School Diploma (HSD)	Yes	Yes	Yes
High School Equivalency (HSE)	Yes	Yes	Yes
Career and Technical Education (CTE)	Yes	Yes	Yes
Programs for Adults with Disabilities	No	No	No
Adults Training for Child School Success	No	No	No
Workforce (Re)Entry	Yes	Yes	Yes
Pre-Apprenticeship	No	No	No
No Designated Program	No	No	No
Total Unduplicated Students	47	57	113
Assessed and showed literacy gains	0		
Gains	0%		
% of students receiving 12+ hrs. of instruction	50%		

As of May 2019 (2018-2019 school year), Tehachapi had assessed 57 unduplicated students, was tracking 75 unduplicated students for AEP Outcomes and had provided services to 136 unduplicated students. This is a decrease from the 2017-2018 school year (78, 97, 136). The persistence rate (students with 1 or more hours of instruction who made it to 12 hours of instruction) is calculated to be 55.56% with 70% as a target and AEP Outcome attainment is 14.67%.

Mono County of Education- MCOE- Located along the Hwy 395 corridor, Mono COE operates a small adult education program for Mammoth and various small communities in Inyo and Mono counties. At this time enrollment consists of a small high school diploma program and a welding program. There is a partnership through Bishop Tanf that has been found to contribute to student success through one on one support. Parenting classes to adults to promote Child School Success are provided and free child care is offered during many of the adult school classes. Three ESL classes are offered throughout the county. Approximately 60% of the K-12 district's students come from homes where English is the second language. Students are able to attend the local Cerro Coso Community college campus and future growth areas include more coordination of the transition process. Access to credentialed teachers continues to be a challenge in this location. Mono generally participates in the consortium by phone due to its distance from other consortium members.

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Mono COE Adult 2017-2018	Assessed	AEP Outcomes	Services
Program Areas	Enrollees assessed	Enrollees with AEP Outcomes	Students receiving services
English Language Learner (ESL/ELL)	Yes	Yes	Yes
Basic Skills (ABE)	No	No	No
High School Diploma (HSD)	No	Yes	Yes
High School Equivalency (HSE)	No	No	No
Career and Technical Education (CTE)	No	Yes	Yes
Programs for Adults with Disabilities	No	No	No
Adults Training for Child School Success	No	No	No
Workforce (Re)Entry	No	No	Yes
Pre-Apprenticeship	No	No	No
No Designated Program	No	No	No
Total Unduplicated Students	11	21	134
Assessed and showed literacy gains	0		
Gains	0%		
% of students receiving 12+ hrs. of instruction	16%		

As of May 2019 (2018-2019 school year), Mono COE had assessed 11 unduplicated students, was tracking 21 unduplicated students for AEP Outcomes and had provided services to 169 unduplicated students. This is an increase in two areas from the 2017-2018 school year (1, 28, 115). The persistence rate (students with 1 or more hours of instruction who made it to 12 hours of instruction) is calculated to be 12.73 % with 70% as a target and AEP Outcome attainment is 0%.

McFarland Learning Center-MLC- Located 26 miles north of Bakersfield on Hwy 99, McFarland is primarily an agricultural based community. McFarland's most utilized program is the high school diploma for adults, which is offered through independent study (Ingenuity), during the day, as well as evening teacher support. HS elective credit is earned through class attendance. A work experience course focuses on resumes, life skills and getting and keeping a job. A teacher is assigned to monitor and stay in contact with anywhere from 14-25 enrollees each semester. High School Diplomas for adults are issued through the district high schools after completion of all requirements and MLC does not have a separate CDS code. GED and HiSET is offered but struggles, often due to poor English literacy skills, may impede student performance. ESL and citizenship courses serve 15 students each semester. A high school counselor spends 10% of her time supporting the adult school. Additional college counselor service beyond enrollment and matriculation would be an asset. McFarland has identified a need for an additional extra duty support person to promote adult education, provide business outreach, and manage social media.

CTE courses offered at the center focus on computer skills. Families in the low income internet program are supported with basic skills and individualized study in Microsoft suite, coding or keyboarding. The second computer program has been developed in response to an identified subpopulation of Zapotec speaking, Oaxaca population in the McFarland area. This course focuses on ESL, English and computer proficiency.

In partnership with Bakersfield College, programs for Certified Nursing Assistant, Child Development, Personal Finance and English 1a have been offered to McFarland students. Active communication

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between Bakersfield College and McFarland is occurring to explore additional academic support. Additional classrooms and auxiliary spaces are being planned to host additional BC courses as well as additional adult school class offerings. Two relocatable buildings were just installed along with a security fence, thereby allowing McFarland to offer classes within the regular school day.

McFarland Adult 2017-2018	Assessed	AEP Outcomes	Services
Program Areas	Enrollees assessed	Enrollees with AEP Outcomes	Students receiving services
English Language Learner (ESL/ELL)	Yes	Yes	Yes
Basic Skills (ABE)	Yes	Yes	Yes
High School Diploma (HSD)	Yes	Yes	Yes
High School Equivalency (HSE)	Yes	Yes	Yes
Career and Technical Education (CTE)	No	No	No
Programs for Adults with Disabilities	No	No	No
Adults Training for Child School Success	No	No	No
Workforce (Re)Entry	No	No	No
Pre-Apprenticeship	No	No	No
No Designated Program	No	No	No
Total Unduplicated Students	13	14	95
Assessed and showed literacy gains	0		
Gains	0%		
% of students receiving 12+ hrs. of instruction	15%		

As of May 2019 (2018-2019 school year), McFarland had assessed 64 unduplicated students, was tracking 70 unduplicated students for AEP Outcomes and had provided services to 145 unduplicated students. This is an increase from the 2017-2018 school year (39, 58, 125). The persistence rate (students with 1 or more hours of instruction who made it to 12 hours of instruction) is calculated to be 50.72 % with 70% as a target and AEP Outcome attainment is 10%.

Muroc Adult School – Lynch Learning Center- Muroc is building its program from the ground up with first reporting of attendance occurring in 2018-2019. Muroc serves two isolated, diverse communities with the desert community of Boron and the military base at Edwards Air Force Base. First focus is the high school diploma program for adults and CTE welding. Potential future programs to meet community needs may include Child Development and Introduction to Aviation at Edwards AFB.

Muroc Adult 2017-2018	Assessed	AEP Outcomes	Services
Program Areas	Enrollees assessed	Enrollees with AEP Outcomes	Students receiving services
English Language Learner (ESL/ELL)	No	No	No
Basic Skills (ABE)	Yes	Yes	Yes
High School Diploma (HSD)	Yes	Yes	Yes
High School Equivalency (HSE)	No	No	No
Career and Technical Education (CTE)	No	No	No
Programs for Adults with Disabilities	No	No	No

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Adults Training for Child School Success	No	No	No
Workforce (Re)Entry	No	No	No
Pre-Apprenticeship	No	No	No
No Designated Program	No	No	No
Total Unduplicated Students	10	10	23
Assessed and showed literacy gains	0		
Gains	0%		
% of students receiving 12+ hrs. of instruction	43%		

As of May 2019 (2018-2019 school year), Muroc had assessed 12 unduplicated students, was tracking 12 unduplicated students for AEP Outcomes and had provided services to 32 unduplicated students. This is an (increase/ decrease, stable) from the 2017-2018 school year (0, 0, 1). The persistence rate (students with 1 or more hours of instruction who made it to 12 hours of instruction) is calculated to be 40% with 70% as a target and AEP Outcome attainment is 0%.

Inyo County Office of Education and **Trona Unified School District** joined the Kern AEP in February 2019. At this time they have no regular allocation but will receive support as they establish and build their programs.

The adult schools in the Kern AEP are supported through their partnerships by the Kern Community College District (KCCD) and its three colleges Bakersfield College, Cerro Coso College and Porterville College. All colleges and adult schools are looking at the effects of AB 705 on students starting in fall 2019. This state law requires that placement tests be phased out, that prior coursework and grades be considered, that students be given alternatives to remedial (pre-transfer) courses in English and math and are provided co-requisite support. Students may not be placed into pre-transfer levels unless two conditions are met: the student is highly unlikely to succeed in the transfer course AND enrolling in the pre-transfer course will increase the likelihood of success in the transfer-level course. Both conditions must be met in order to place a student one level below. The adult schools may have a role to play in providing support to ensure transition to college level goes smoothly.

Bakersfield College- BC and BC Delano- Established in 1913, Bakersfield College is one of the nation's oldest continually-operating community colleges. The college serves 33,000 students annually on the 153-acre main campus in northeast Bakersfield, at the Delano Campus 35 miles north of Bakersfield, the Weill Institute in downtown Bakersfield, and BC Southwest in southwest Bakersfield. Classes are also offered at several alternative locations, including Shafter Learning Center 18 miles northwest of Bakersfield, the Job Spot in South Bakersfield, Arvin/Lamont, McFarland, Olive Drive Training Facility in northwest Bakersfield, Wasco and other community locations. BC students are diverse and represent the communities BS serves, with BC holding designation as a Hispanic Serving Institution. Classes are offered on a traditional 16-week semester calendar as well as in a variety of non-traditional scheduling options: evenings, weekends, short-term vocational programs and online.

To better serve the outlying areas, a Rural Initiatives Team and various rural programs serve students who have not accessed the main campus services. These services include a Support Counselor as well as express enrollment. Extensive transitional support is provided for adult school students and includes both one-on-one and group tutoring. All prior adult school students are provided this additional support the first semester of college enrollment. ESL courses are offered to address the diverse needs of both students with formal education and limited English and those with both limited education and limited English. EMLS is offered as both credit and noncredit. This program offers higher academic based

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courses in English writing, reading and communication for English Learners. Services of a Disabled Services Program Specialist also supplements services in North Kern and Wasco receives services of a Support Specialist two times per week. Additionally, through the BC partnership with Bakersfield Adult School and America's Job Center, services provided at the one stop Job Spot in South Bakersfield, include: Educational & Career Advising, an Academic Liaison and Support Specialist to ensure seamless transitions. BC has also partnered up with Wasco UHSD to provide a one-stop center for the residents of Wasco.

Cerro Coso Community College- CCCC- Cerro Coso serves students over a four county, 18,000 mile region in eastern California. The 320-acre Indian Wells Valley Campus is located in the upper Mojave Desert in the community of Ridgecrest, with a population of 28,000. Ridgecrest is located 130 miles northeast of Los Angeles and 120 miles east of Bakersfield. The East Kern Center serves the communities of Edwards Air Force Base, North Edwards, Mojave, Boron, and California City. The program is administered from Edwards Air Force Base where the college maintains an office provided by the United States Air Force. Associate degree programs in Liberal Arts are offered through the East Kern Center. The Eastern Sierra College Center serves the communities of Mammoth Lakes, Bishop, Big Pine, Lone Pine, Independence, and Death Valley, as well as other locations in Inyo and southern Mono Counties. A comprehensive educational program with both day and evening classes is provided, including courses for transfer, general interest, general education, and occupational programs. College Centers are maintained in the communities of Bishop and Mammoth Lakes. The Kern River Valley Campus serves the communities of the Kern River Valley from its campus at the Kern Valley Plaza in Lake Isabella. Students in Lake Isabella, Wofford Heights, Kernville, Mt. Mesa, South Lake, and Onyx can find easy access to the campus via public and private transportation. The campus offers both day and evening classes to provide educational alternatives including two-year programs leading to transfer to the university level, two-year AA and AS degrees, short-term vocational programs, single-course options which may lead to immediate employment, personal enrichment classes, and professional upgrade classes. Kern River Valley Campus offers testing, counseling, advisement, and financial aid assistance, which can enable students to meet their educational goals. CC Online, Cerro Coso Community College's virtual campus, currently offers 18 associate degrees online, the general education courses necessary to meet transfer requirements to a four year institution, and student support services. CC Online has an international reputation for excellence and provides an extraordinary opportunity for those too distant from a community college or too involved in business or family to pursue higher education during traditional hours.

Cerro Coso is working with its feeder district and adult schools and provides Plato to all area adult schools that wish to use the program. CCCC is planning to pilot parent support for parents of school age children and is exploring co-location as a strategy to strengthen partnerships in its large diverse region

Porterville College- PC- Porterville College was established in 1927 as a part of the Porterville Union High School and College District and has been a unit of the Kern Community College District since July 1, 1967. Porterville College is the northernmost college in the Kern Community College District, which serves an area of some 24,000 square miles in all or portions of Kern, Tulare, Inyo, and San Bernardino Counties. Degree and certificate programs include Associate in Arts or Science for Transfer, Associate in Arts or Science, Certificates of Achievements, Job Skills Certificates and Certificates of Competency.

PC partners with the Porterville Sheltered Workshop and is exploring ways to offer services to their clients with disabilities. PC is actively involved with the Tulare and Kern WIB, Porterville Employment Connection, Central/ Mother Lode Regional Consortium, City of Porterville and the Porterville Chamber of

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Commerce in addition to its business partners hips (Walmart distribution, banks, medical centers, K-12 school, farming companies and others.)

PC meets with Porterville Adult School on a regular basis, usually monthly, for coordination. Opportunities to partner to meet students' needs include ESL programs and bridge courses to help adult school students to enter college better prepared, especially in English and math. PC has offered Management courses and College and Career Readiness courses at PAS but low numbers have resulted in cancellation. PC provides CELSA testing for ESL students, PC has also expressed interest in offering dual enrollment credit for adult students after clarification is received.

A PC Educational Advisor provides services two times per week at Porterville Adult School and, once per year, a week long one-stop outreach, orientation special event "Pirate in a Week" is held by Porterville College and involves adult school students.

LABOR MARKET DATA

Throughout this diverse region, a wide range of adult clients are served in response to regional and local needs. As the consortium members build their programs within the existing budgets and capacity most programs are prioritizing and focusing on High School Diploma and ESL offerings. Budgets for Kern AEP consortium members range from a low of \$25,000 per year up to \$10,700,000, with most receiving \$150,000-\$310,000. Members with larger budgets have been able to offer CTE and Workforce Readiness programs to meet adult needs.

The Kern AEP region has a population approaching 700,000 with approximately 174,000, or 25%, with no high school diploma and 21% with limited English. Twenty-seven percent are foreign born and 41% are near poverty or less. Delano in northern Kern is among the Top 5 highest percentages of residents living in poverty in the U.S. with poverty rates reaching as high as 34.9%. Over 15% are adults with disabilities. Whereas California has 29% of the adult population with a Bachelor's degree, the Kern AEP region is less than half of that number with only 13.81%. (2019 Fact Sheets [https://caladulthood.org/2019FactSheets- Regional Demographics](https://caladulthood.org/2019FactSheets-RegionalDemographics))

The 2019 Fact Sheet Labor Market Outlook shows the Top 10 occupations with the most job openings but most have low median hourly rates of \$11.51 to \$19.07 with only Truck drivers breaking the \$20 per hour median rate. The fastest growing occupations generally provide a higher rate of pay but require more training (i.e. photovoltaic and electrical power installers, therapy assistants, health technicians. In order to better understand the complexities of our vast region and provide a more specific look, Kern AEP contracted with Applied Development Economics to conduct a Jobs and Labor Force Data Report for the region and each sub region. The data analysis is aligned with the needs of the adult education districts in the consortium to identify the types of jobs and workers that would most benefit from adult education curricula. The detailed projections of job openings are focused on positions that require at least a high school diploma or GED and may require some college classes or a non-degree post-secondary award (e.g. certificates). In contrast, little emphasis was placed on openings requiring an AA or BA degree. The report also focuses on unemployed or underutilized workers who have a similar educational attainment but may need additional training to transition into the available jobs. Underutilized workers are defined as those who work less than 38 hours per week or less than 50 weeks per year. The analysis quantifies the size of the labor force segments in the unemployed and underutilized groups by area and also their previous work experience by business sector as well as their educational attainment. The complete report

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is provided in the appendix. Table references in this section's narrative refer to tables in this referenced appendix report.

TOP 10 OCCUPATIONS WITH THE MOST JOB OPENINGS

SOC	DESCRIPTION	TOTAL JOB OPENINGS	MEDIAN HOURLY WAGES	MEDIAN ANNUAL WAGES
35-3021	COMBINED FOOD PREPARATION AND SERVICE	80,246	\$11.51	23,932
35-3031	WAITERS AND WAITRESSES	34,019	\$12.69	26,404
39-9021	PERSONAL CARE AIDES	74,962	\$12.62	26,241
41-2011	CASHIERS	69,691	\$13.05	27,149
41-2031	RETAIL SALESPERSONS	59,723	\$12.81	26,650
43-5081	STOCK CLERKS AND ORDER FILLERS	35,430	\$12.10	25,169
43-9061	OFFICE CLERKS, GENERAL	28,499	\$19.07	39,676
45-2092	FARMWORKERS AND LABORERS, CROP, NURSE..	135,315	\$15.91	33,091
53-3032	HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS	33,879	\$20.75	43,170
53-7062	LABORERS AND FREIGHT	77,660	\$14.80	30,778

TOP 10 FASTEST GROWING OCCUPATIONS

SOC	DESCRIPTION	2017 JOBS	2017-2027 CHANGE	2027 JOBS	MEDIAN HOURLY WAGES	MEDIAN ANNUAL WAGES
39-9021	PERSONAL CARE AIDES	552,622	261,988	814,610	\$12.75	26,511
31-1014	NURSING ASSISTANTS	103,345	27,682	131,054	\$22.39	46,578
21-1093	SOCIAL AND HUMAN SERVICE ASSISTANTS	58,419	14,598	73,017	\$29.52	61,401
31-1011	HOME HEALTH AIDES	31,461	35,789	67,329	\$14.99	31,175
49-9051	ELECTRICAL POWER-LINE INSTALLERS AND REPAIRERS	7,250	1,979	9,263	\$57.12	118,811
31-2021	PHYSICAL THERAPIST ASSISTANTS	5,114	2,596	7,710	\$38.49	80,063
47-2231	SOLAR PHOTOVOLTAIC INSTALLERS	4,224	4,024	8,286	\$26.49	55,109
47-3015	HELPERS--PIPELAYERS, PLUMBERS, PIPEFITTERS, AND..	3,026	1,347	4,411	\$25.29	52,601
31-2011	OCCUPATIONAL THERAPY ASSISTANTS	1,955	1,135	3,209	\$40.30	83,832
29-2099	HEALTH TECHNOLOGISTS AND TECHNICIANS, ALL OTH..	24,221	9,010	33,231	\$37.56	78,130

Regional Trends

Employment Trends for the region as a whole

According to EMSI, the number of jobs in the KCCD Adult Education Consortium region is projected to **increase positively by 32,900 jobs** on a net basis between 2019 and 2028 with almost one-third of all net new jobs projected to occur in **Health and Social Services sector** (10,000 jobs - 2019 and 2028). Overall the **Health sector is projected to grow the fastest** on an annual basis, by 2.1 percent a year from 2019 to 2028. In addition to sheer number of new jobs and the annual growth rate, the **Health sector represents the second largest sector in terms of jobs**. This sector contains 43,300 jobs out of a total of 366,600 jobs in the KCCD region – or almost 12 percent of all jobs. Other Services (Retail, Lodging, Food-Beverage) is expected to grow by at least 7,500 jobs.

At 71,200 jobs, the **Agriculture sector is the largest sector in terms of jobs**, representing slightly over 19 percent of all jobs in the region. At 4,900 net new jobs between 2019 and 2028, the number of new jobs generated by the Agricultural sector is **half the amount that the Health sector** will generate (or 10,000). The **Education sector is the third largest sector** in the region at 36,500 jobs. This sector is projected to grow by another 5,500 jobs between 2019 and 2028.

Underscoring the importance of the logistics industries in the region, **employment in the Warehousing sector is projected to grow as fast as Health**, at 2.1 percent a year (2019 – 2028). Logistics has garnered much attention given the region's strategic position relative to the Los Angeles and Bay Area markets. Over the next ten years, Logistics is projected to grow by a net of 1,900 jobs. Combined, the Transportation, Logistics and Warehousing sector represent almost three percent of total jobs, at almost 13,000 jobs in 2018.

There are 15,400 jobs in the Manufacturing sector, which represents slightly over four percent of total jobs in the region. **The number of jobs in the Manufacturing sector is projected to decrease** by 700 over the next ten years, for an annual decline of half of one percent. (ADE Table 1)

Unemployment Trends in the Region

While the state-wide unemployment rate averaged slightly below four percent during the fall season (September, October, and November), **rates of unemployment for many parts of the KCCD region were significantly higher than statewide figures**. Kern County's unemployed rate was 6.5 percent and Tulare County experienced a joblessness rate of almost eight percent. Due to agricultural seasonal employment, fall season unemployment rates for cities such as Delano (13.3 percent) and Porterville (10.2 percent) were significantly higher than both state and county rates. Since 2010, **Eastern Sierra sub-region unemployment rates have tended to be less than state-wide rates**, as well as rates exhibited by other parts of the KCCD region.

While unemployment rates for all areas within the KCCD region have tended to decline since 2010, with the general improvements in the economy, underscoring the rural nature of the regional economy, **county-level unemployment rates exhibit much volatility compared to statewide rates**.

Unemployment rates typically spike upwards during the winter and spring seasons, and then decline downward over the summer and fall seasons. Unemployment rates for relatively more urbanized areas such as Bakersfield, Delano, and Porterville also exhibit a tendency to oscillate with the season. (ADE Table 2)

Job Openings

In 2018, the **KCCD region as a whole was estimated to have about 50,200 openings**. The bulk of the openings at 14,400 occurred in the Other Services sector group, Wholesale, Logistics, Other and Unclassified. Approximately 20 percent of the openings (or 10,100) are **Farming, Fishing, and Forestry Occupations**, followed by 5,400 in **Food Preparation and Serving**, and 4,700 in **Sales and Related occupations**.

Of the 3,700 openings in Community and Social Science Occupations, the bulk at 2,800 is in the Education Sector. Slightly over 400 of the total openings are in Armed Forces, of which 250 are in occupations held by civilians.

Over the ten-year 2019-2028 period, EMSI projects a total of almost 495,500 cumulative openings. An estimated **34,100 are in occupations requiring a High School Diploma\GED and Some College (without a degree), or a High School Diploma\GED and Post-Secondary Non-Degree Award**.

The bulk of the **34,100 cumulative openings requiring Some College or a Post-Secondary Non-Degree Award are in Healthcare Support Occupations**, which is projected to have 7,600 openings over the ten-year 2019-2028 period. The occupational group with the next highest amount of cumulative

openings is **Transportation and Material Moving Occupations** at 6,400, followed by 6,000 cumulative openings in **Community and Social Science Occupations**.

In terms of openings by sector groups, **the health sector is projected to generate 11,400 cumulative openings** over the next ten years, of which 2,700 occur in Healthcare Practitioners and Technical Occupations and 6,700 in Healthcare Support. Another 850 Health sector openings are anticipated in Community and Social Science Occupations. (ADE Table 4)

Regional Labor Force Trends

There are 379,600 persons 16 and above who are employed and in the civilian labor force, based on an average for the 2012-2016 period. In the previous report for KCCD which covered the 2008-2012 period, there were 377,100 such persons. Of the 379,600 persons, 335,400 are employed civilians who are between the ages of 18 and 65, and who work for wages. Sixty-nine percent are fully-utilized workers in the sense that they work at least 38 hours a week and work 50 out of 52 weeks a year.

In the region, of the 231,900 fully-utilized workers, 45,100 (19 percent) have earned at least a Bachelor's degree, and another 18,000 (eight percent) have an AA degree. Twenty-eight percent of the 231,900 fully-utilized workers have no more than a High School Diploma\GED. The remaining balance of persons (103,500 or 31 percent) working for wages are not fully-utilized in the sense that they either work part-time per week or they work less than 50 weeks in a year.

In addition to the 335,300 wage-working civilians, an additional 49,100 persons are unemployed. This amount includes unemployed persons who are primarily self-employed and unemployed persons who are labeled as long-term unemployed persons (i.e. persons with no work experience in the last five years), as well as unemployed persons who primarily work for wages. Of the 49,100 unemployed persons, 16,300 (33 percent) have earned no more than a High School Diploma\GED, while 6 percent (or 2,700) have earned at least a Bachelor's degree.

There are almost 104,800 persons who are either under-employed, unemployed or not in the labor force but with previous work experience. These 104,800 persons also have at most either a High School Diploma\GED or Some College.) The underutilized labor force at 46,100 persons represent the bulk of the 104,800 persons who are either under-employed, employed or select persons not in the labor force. (ADE Table 11)

Slightly over 28,400 underutilized persons in the labor force have a High School Diploma, with another 17,700 underutilized persons with Some College (ADE Table 12). Almost 8,400 underutilized persons in the labor force have at most a High School Diploma\GED and work in Services occupations, with Natural Resources, Construction and Maintenance (7,100) as the next largest occupational group with under-utilized persons with a High School Diploma\GED (Table 12). Most of the 17,700 underutilized labor force with Some College educational background are in Sales and Office occupations (5,500), followed by Services occupations (3,900).

Comparisons of Regional labor force to regional job openings

There are an estimated 25,700 persons in the KCCD region who are unemployed and who have either a High School Diploma\GED (16,300) or have Some College (but no degree) (9,400 persons). Of these unemployed persons, 6,400 are experienced in "Sales and office occupations". By way of comparison, there are on average 9,700 openings a year in "Sales and office occupations" requiring either a High School Diploma\GED or Some College.

Currently, there is a total of 46,100 persons employed on an underutilized basis who either have a High School Diploma\GED (28,400) or Some College (17,700), versus 42,900 openings in occupations requiring either a High School Diploma or Some College.

The combined amount of persons in the labor force who might be interested in training for more advanced and permanent positions (underutilized [46,100] and unemployed [25,700] with either a High School Diploma or Some College) exceeds the total amount of openings (42,900). However, the cumulative amount of openings will exceed the number of underutilized and unemployed persons by the middle of the second into the ten-year 2019-2028 period. (ADE Table 13)

CONCLUSIONS and IMPLICATIONS FOR THE REGION AS A WHOLE

- **Growth potential in Health and Social Services, Agriculture, Education and Warehousing**
- **Completion of a High School Diploma/ GED is critical to be eligible for the anticipated job openings**
- **Unemployment remains higher than state levels, especially in areas relying upon agriculture employment.**
- **Completion of post-secondary non-degree awards are needed, especially in the health sector openings.**
- **At this time the economy is positively affecting employment in the region.**
- **Although 28% of the fully-utilized workers have no more than a HS diploma, a downturn in the economy could negatively affect this group's utilization status.**
- **The region as a whole has a large population that would benefit from completion of a high school diploma and/or post-secondary training. Additional educational attainment and degrees would help these underutilized and unemployed persons weather an economic downturn and benefit from potential openings in 2019-2028.**

Greater Bakersfield Sub-Region

Employment trends and projections

The Greater Bakersfield sub-region has the most jobs in the KCCD region (253,800). Almost seventy-four percent of all jobs in the KCCD region are in this sub-region. Given the larger population residing in this sub-region compared to other KCCD sub-regions, **Health, Education, Retail, and the Public Sector** are key employing sectors in this area. These sectors employ 100,300 workers, or 39 percent of the total jobs. In the Greater Bakersfield sub-region, the Public Sector accounts for almost seven percent of all jobs, compared to ten percent for the KCCD region as a whole. (ADE Table 41)

Greater Bakersfield sub-region job openings and projections

The Greater Bakersfield sub-region as a whole averages almost 34,900 openings a year (ADE Table 42). At 16,200, the **bulk of the openings do not require a High School Diploma\GED**, most of which are in traditional "service" occupations such as Food Preparation (3,600 openings), Sales and Related Occupations (2,700). There are typically 6,700 openings a year in ag-related occupations.

Of the typical 34,900 openings in a given year, 1,800 are openings in occupations requiring a post-secondary Non-degree award (Healthcare Support, Healthcare Practitioners and Technical Occupations. (ADE Table 30). Another 10,900 of the openings require a High School Diploma\GED and, of these,

3,400 are openings in Sales and Related Occupations. The most openings occur in the Other Services sector group, at 10,600 openings (ADE Table 45).

On a cumulative basis over the ten-year 2019-2028 period, there is projected to be **24,700 openings in occupations that require Some College or a Post-Secondary Non-degree Award, with 8,500 of these cumulative openings occurring in the Health sector** (ADE Table 48).

Labor force trends

There are 260,626 persons in Greater Bakersfield's civilian labor force. Of this amount, 162,100 are employed on a fully-utilized basis, 66,600 are under-utilized, and 31,900 are unemployed. The unemployment rate for persons in Greater Bakersfield sub-region with a Bachelor's degree is 4.1 percent, which is slightly better than the unemployment rate for similar persons in the KCCD region as a whole (ADE Table 49). **For persons in this sub-region with no more than a High School Diploma, the unemployment rate is 14.3 percent, and 11.6 percent for persons with Some College.** These education-adjusted jobless rates are slightly better than comparable rates for the region as a whole. Of the 260,626 persons in the Greater Bakersfield sub-region labor force, there are an estimated 67,600 persons between 18 and 65 persons who might be interested in training for more advanced and permanent positions (ADE Table 50).

Slightly over 30,000 persons who might be interested in training are currently employed on an underutilized basis, with another 17,100 who are currently unemployed. Another 20,400 are not in the labor force, although they exhibit relatively recent work and or self-employment experience. Over 30,000 who are under-utilized manner, 18,100 have at most a High School Diploma\GED and another 11,900 have Some College.

There are 17,100 unemployed persons in this sub-region with no more than Some College for the educational background. Of this amount, 10,700 have at most a High School Diploma and another 6,400 have Some College. Of the 17,100 unemployed persons, 5,800 are persons who have experienced long-term unemployment, meaning that they are still in the labor force but have been out of work for five years or more.

Labor force to job openings comparisons

At 13,400 openings, the amount of openings in occupations requiring either a High School Diploma\GED (10,900) or Some College (2,500) is somewhat aligned with the number (13,400) of unemployed persons (excluding long-term unemployed persons) between 18 and 65, and in the civilian labor force with the corresponding educational backgrounds (Table 51).

There are approximately **30,000 underutilized persons in the labor force who might be interested in training for more advanced and permanent positions.** This amount of underutilized labor force slightly exceeds the current number of openings, or 29,600 openings (ADE Table 50).

CONCLUSIONS and IMPLICATIONS FOR THE BAKERSFIELD REGION

- **½ of the job openings traditionally do not require a High School Diploma\GED and are in the service occupations. Training in this area has potential for adult schools (hotel management, culinary)**

- **Sales and health services requiring a high school diploma or above are other potential areas for AS to offer with transition to college certificate programs, especially for underutilized employees.**

Northern Kern Sub-Region

Employment trends and projections

There are 30,500 jobs in the Northern Kern sub-region. The amount of jobs is projected to increase annually by 1.2 percent a year over the next five years (2019-2023), although in the following five-year period (2023-2028), the growth rate will slow-down considerably, to 0.4 percent a year (ADE Table 53). At 43 percent of the total, **almost half of all jobs in the Northern Kern sub-region are in Agriculture.** Almost 13,200 jobs are in this sector, out of a total of 30,500.

Northern Kern sub-region job openings and projections

The Northern Kern sub-region as a whole averages almost 4,500 openings a year (ADE Table 54). At 2,800, the **bulk of the openings do not require a High School Diploma\GED**, most of which are in Farming, Fishing, and Forestry occupational category (1,950). Most openings occur in the Agriculture sector group, at 2,300 openings versus 4,500 total openings (ADE Table 55). Almost 200 of the 4,500 annual openings are in occupations that require Some College or a Post-Secondary Non-Degree Award (ADE Table 56), while approximately 1,000 openings are in occupations requiring a High School Diploma\GED.

On a cumulative basis over the ten-year 2019-2028 period, there is projected to be 44,700 openings (ADE Table 58), of which almost 1,900 are in occupations that require Some College or a post-secondary non-degree award, with 500 of these cumulative openings occurring in the Health sector (ADE Table 59).

Northern Kern sub-region labor force trends

There are 34,400 persons in the Northern Kern sub-region civilian labor force who are between the ages of 18 to 65. Of the 34,400, 17,500 are fully-utilized, 11,400 are employed but underutilized, and another 5,500 are unemployed (ADE Table 61). At 16.3 percent, **unemployed persons in this sub-region with no more than a High School Diploma\GED exhibit an unemployment rate that is almost two percentage-points higher** than the rate for persons with the same educational background in the KCCD region as a whole (ADE Table 61). **Persons with an AA degree exhibit a jobless rate of almost 20 percent**, versus the comparable regional rate of five percent.

Of the 34,400 persons in the Northern Kern sub-region labor force, there are an estimated 11,500 persons between 18 and 65 persons who might be interested in adult education. These persons have either a High School Diploma\GED or Some College and may be interested in training for more advanced and permanent positions. Of the 11,500 persons, 4,400 are employed in an underutilized manner, of which 3,300 have at most a High School Diploma\GED and another 1,100 have Some College (ADE Table 62).

There are 2,400 unemployed persons in this sub-region with no more than Some College for the educational background. Of this amount, 1,700 have at most a High School Diploma and another 700 have Some College (ADE Table 62). Most of the unemployed persons (660 out of 2,400) worked previously in Agriculture, with persons having worked previously in Other Services a close second (590 out of 2,400).

Labor force to job openings comparisons

At 1,201 openings, the total number of openings in occupations requiring either a High School Diploma\GED (1,009) or Some College (191) is half the amount (2,400) of unemployed persons between 18 and 65 and in the civilian labor force with the requisite educational background. While in general it will take at least two years for the total number of openings to absorb the 2,400 unemployed persons, this is not the case for the Health and Professional Services sectors. Across a number of occupational categories and adjusted for education, these sectors exhibit more openings relative to unemployed persons. There are 52 openings in the Health sector requiring Some College or a Post-Secondary Non-Degree Award, versus 12 persons with similar backgrounds. There are 178 openings in this sector requiring a High School Diploma, versus 42 unemployed persons who previously worked in the Health sector.

There are approximately 4,400 persons employed in an underutilized manner, nearly four times the number of identified openings. Along with the unemployed, **these persons might be interested in training for more advanced and permanent positions.** (ADE Table 63)

CONCLUSIONS and IMPLICATIONS FOR THE NORTH KERN REGION

- **Those with only a high school/GED face higher unemployment in North Kern. In addition, an AA degree does not necessarily result in employment.**
- **The employed, unemployed, and underutilized populations would benefit by increased access to HS diploma programs and job training for more advanced and permanent positions.**

Porterville Sub-Region

Employment trends and projections

There are 38,500 jobs in the Porterville sub-region, of which slightly over 28 percent (10,700) are in Agriculture. Over the next ten years, the number of jobs is projected to increase by almost 2,200 jobs, with more than half of the **net increase in jobs occurring in Health**, or 1,300 net new jobs. Jobs in **Agriculture are projected to decrease** by 300 over the next ten years. (Table 65).

Porterville sub-region job openings and projections

The Porterville sub-region as a whole averages almost 5,300 openings a year. At 2,500, **the bulk of the openings do not require a High School Diploma\GED**, most of which are in Farming, Fishing, and Forestry (1,300). Approximately 270 openings occur in occupations requiring a Post-Secondary Non-degree Award, with another 127 in occupations requiring Some College. Openings in occupations requiring a High School Diploma are projected to increase by approximately 1,600 a year (ADE Table 66).

Most openings in KCCD's Porterville sub-region occur in Agriculture and Natural Resources. Of the typical 5,300 openings in a given year, almost 1,600 are Agriculture and Natural Resources (ADE Table 67), twice as many openings as the next highest sector which is Healthcare at 840 openings per year. Almost 400 of the total openings across all industry sectors are in occupations requiring either Some College or a Post-Secondary Non-degree Award. Most of these openings are in the Health sector, or approximately 170 out of 400 (ADE Table 68). In any given year there are almost four times as many openings (1,600) in occupations requiring a High School Diploma (or GED) as there are openings in occupations requiring Some College or a Post-Secondary Non-degree Award. Approximately one fourth of these openings are in the Health Sector. (ADE Table 69)

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Over the next ten years, EMSI projects almost 2,600 cumulative openings in occupations requiring a Post-Secondary Non-degree Award, with 1,500 of these projected openings occurring in health-related occupations. EMSI projects another 1,200 cumulative openings in occupations requiring Some College\Post-Secondary Non-degree Award, the bulk of which, at almost 800, are in Community and Social Sciences occupations (ADE Table 66).

On a cumulative basis over the ten-year 2019-2028 period, there is projected to be 51,900 openings (ADE Tables 66 and 70). Of the 51,900 cumulative openings, almost 3,900 are in occupations that require Some College or a Post-Secondary Non-degree Award, with 1,700 of these cumulative openings occurring in the Health sector (Table 71).

Almost 16,000 of the 51,900 cumulative openings are in occupations requiring a High School Diploma or GED. Slightly more than one-fourth of these cumulative openings will occur in the Health sector (4,600). But of the 4,600 cumulative openings in the Health sector, most (3,100) are in the broad occupational category of Personal Care and Services, along with 340 cumulative openings in Healthcare Support occupations and almost 40 in Healthcare Practitioners and technical occupations (ADE Table 72).

Labor force trends

There are 40,200 persons in Porterville's civilian labor force. Of this amount, 21,700 are employed on a fully-utilized basis, 13,100 are under-utilized, and 5,400 are unemployed. The **unemployment rate for persons in the Porterville sub-region with a Bachelor's degree is 6.4 percent**, which is slightly over two percentage-points higher than the unemployment rate for similar persons in the KCCD region as a whole (or 4.5 percent). For persons in this sub-region with **no more than a High School Diploma, the unemployment rate is 15.1 percent, and 10.4 percent for persons with Some College.** (ADE Table 73)

Of the 40,200 persons in the Porterville sub-region labor force, there are an estimated 10,230 persons between 18 and 65 **persons who might be interested in training for more advanced and permanent positions** (ADE Table 74). Of the 10,230 persons, 5,400 are employed in an under-utilized manner and 3,700 have at most a High School Diploma\GED while another 1,700 have Some College.

There are 2,500 unemployed persons in this sub-region with no more than Some College for the educational background. Of this amount, 1,700 have at most a High School Diploma and another 800 have Some College. Almost 600 out of 2,500 unemployed persons previously worked in Other Services. Many of the unemployed also previously worked in Professional Services.

In addition to the persons in the labor force, there are 2,300 persons who are not in the labor force and who have attained an educational level of no more than Some College. These persons also exhibited previous wage-work experience, as well as self-employment experience. One fourth previously worked in Agriculture.

Labor force to job openings comparisons

The combined number of openings in occupations requiring either a High School Diploma\GED (1,613) or Some College (395) slightly trails the number (2,500) of unemployed persons between 18 and 65 and in the civilian labor force with the requisite educational background.

It will take approximately one year and three months for the 2,008 openings to absorb the 2,500 unemployed persons, although for certain sectors such as the Education and Health sectors absorption could occur almost immediately. On average, there are 70 openings per year in the Education sector

requiring Some College or a Post-Secondary Non-Degree Award, which is on par with the 67 unemployed persons with similar educational and sectoral profiles (ADE Table 75). Similarly, there are 600 openings in the Health sector requiring either a High School Diploma, Some College, or a Post-Secondary Non-degree Award, versus 137 unemployed persons with similar educational and sectoral profiles.

There are approximately 5,400 employed persons working in an underutilized manner. **These persons might be interested in training for more advanced and permanent positions.** This amount of underutilized labor force exceeds the current number of openings, or 2,008 openings (ADE Table 76).

It will take almost four years to fully absorb both the 2,500 unemployed persons and the 5,400 under-utilized workers, based on the annual rate at which opening are projected to occur over the ten-year 2019-2028 period. However, **there are enough openings in the health sector to accommodate immediately** the number of unemployed and under-utilized workers with Health sector experience, although positions requiring Some College or a Post-Secondary Non-Degree Award will be absorbed at slower rate than positions requiring a High School Diploma\GED.

CONCLUSIONS and IMPLICATIONS FOR THE PORTERVILLE REGION

- **Opportunities in agriculture may decrease providing opportunities to retrain.**
- **Underemployed and underutilized workers in Health- related careers would benefit from refresher and advancement training.**
- **Most of the new job opportunities will require some college, but not necessarily a four year degree.**

Eastern Sierra Sub-Region

Employment trends and projections

Unlike the larger KCCD region, where Health and Agriculture are key sources of employment, the **public sector is the largest employing sector** in the Eastern Sierra sub-region. Of the 43,700 jobs, almost 29 percent are in this sector alone. The public sector is the largest source of new jobs over the ten-year 2019-2028 period (1,200 new jobs), in addition to retaining the largest number of workers (ADE Table 26).

Reflecting the importance of tourism to the area, Lodging is the next largest employing sector at 3,900 jobs; along with the 2,800 Food and Beverages jobs, there are 6,600 jobs (or 14 percent of total jobs) in **visitor-serving industries.**

Reflecting the fact that the Eastern Sierra sub-region is home to the Naval Weapons Station at China Lake and the Edwards Air Force Base, there are 2,800 jobs in Armed Forces, or over six percent of the total jobs (ADE Table 26).

While the Health sector in the larger KCCD region is an important job-generating engine, in the Eastern Sierra sub-region, **Professional Services is the key source of new jobs**, with almost 1,300 new jobs. This sector group also includes Public Administration and Utilities. Following Professional Services, Other Services is the next largest group of sectors in terms of job creation. This includes Retail, Lodgings, Food-Beverage, and Other Services. The Health sector is projected to increase by a net of 240 jobs. (ADE Figure 6)

Job openings trends and projections

The Eastern Sierra sub-region averages almost 5,500 openings a year. The bulk of the openings (1,900) **require a High School Diploma\GED**, many of which are in traditional “blue collar” occupations such as Installation, Maintenance, and Repair, Production, and Construction and Extraction. Protective services and office and administrative support are also heavily represented in this group of openings. (ADE Table 27)

The most openings (2,012) occur in the Professional Services sector group (Table 28). This sector group consists of the public sector, Utilities, Information, Finance and Insurance, Real Estate, Professional and Technical, Management of Companies, Administrative Services and Waste Management. (ADE Table 27). Of the overall average annual openings (5,500), almost 350 are in occupations requiring either Some College or a Post-secondary Non-Degree Award (ADE Table 29), with another 1,950 in occupations requiring a High School Diploma (ADE Table 30).

Over the ten-year 2019-2028 period, EMSI projects a total of almost 54,000 cumulative openings (ADE Table 31). Of the 54,000 projected cumulative openings, 3,600 cumulative openings will **require Some College and or a Post-Secondary Non-Degree Award** (ADE Table 32). Of these 3,600 cumulative openings, almost 650 are in the **Health sector** – mostly in Health Support occupations (356) and Health Practitioners and Technical occupations (164) (ADE Table 32). More than 8,000 of the 19,000 cumulative openings for **occupations requiring a high school diploma or GED are in the Professional Services sector**, particularly protective services occupations and office and administrative support (ADE Table 33). Professional Services openings requiring Some College or Post-Secondary Non-Degree Awards are expected to increase cumulatively by 1,400 positions over the next ten years, double the next largest sector, which is Healthcare at 640 cumulative openings. Education and Other Services are both projected to generate over 400 cumulative openings requiring Some College\Post-Secondary Non-Degree Awards over the next ten years. Armed Forces is projected to generate over 200 cumulative civilian openings between 2019 and 2028. (ADE Figure 7).

Of the 3,550 cumulative openings over the next ten years requiring Some College or a Post-Secondary Non-Degree Award, 760 are in Installation, Maintenance and Repair occupations (ADE Figure 8). Health-related occupations will generate significant openings, with 520 in Healthcare Support and another 300 in Healthcare Practitioners. EMSI projects almost 570 cumulative Community and Social Science openings, which will occur largely in the Education sector. (ADE Figure 5)

Labor force trends

There are 57,800 persons in the Eastern Sierra sub-region civilian labor force who are 16 and older, and of these, 49,400 work primarily for wages and are between the ages of 18 to 65 (ADE Table 34). Slightly over 19,400 (39 percent) of the 49,400 persons reside in the Ridgecrest area of the Eastern Sierra sub-region, while approximately 17,800 (36 percent) are in the Muroc-Mojave area. The balance is in the Inyo-Mono area of the Eastern Sierra sub-region, or 12,200 (25 percent).

There are 30,600 persons between 18 and 65 who are employed on a fully-utilized basis, 12,500 who are employed but on an under-utilized basis, and another 6,300 who are unemployed. There are 10,100 persons between 18 and 65 who are not in the labor force but have previous wage-working or self-employment experience. Almost 30 percent of these persons have a Some College educational background, versus the 22 percent rate for the KCCD region. (ADE Table 35).

Slightly over half of all unemployed persons in the Eastern Sierra sub-region are in the Muroc-Mojave Area, at 3,200 out of 6,300 (ADE Table 36).

The number of under-utilized labor force is almost the same across the three areas of the Eastern Sierra sub-region. Both Inyo-Mono area and the Muroc-Mojave area have approximately 4,000 under-utilized persons in the labor force, with the Ridgecrest area at 4,500.

Unemployed persons in this sub-region with no more than a High School Diploma\GED exhibit an unemployment rate (15.4 percent) that is almost one percentage-point higher than the unemployment rate (14.7 percent) for persons with the same educational background in the KCCD region as a whole (Table 37). The Inyo-Mono area overall unemployment rate (6.1 percent) is significantly lower than both the sub-regional (12.7 percent) and KCCD regional (12.8 percent) rates (ADE Table 35). The unemployment rate (16.1 percent) for persons in **Muroc-Mojave area with Some College is almost five percentage points higher** than the comparable regional (11.7 percent) and sub-regional unemployment rates (11.5 percent) (ADE Table 37).

There are an estimated 15,500 persons between 18 and 65 **persons who might be interested in training for more advanced and permanent positions** (ADE Table 38). The 15,500 persons may be interested in training **because they are either underemployed or unemployed and have either a High School Diploma or have had Some College experience.**

Of the 15,500 persons, 9,900 are currently in the labor force (6,300 are underemployed and 3,600 are unemployed), and 5,600 are not in the labor force. The 5,600 persons not in the labor force are between 18 and 65 and exhibited previous wage-working or self-employment experience.

There are 6,300 under-utilized persons in the labor force and, of these, 3,300 have at most a High School Diploma\GED and another 2,900 have Some College. There are 3,600 unemployed persons in this sub-region, of which 2,200 have a High School Diploma and 1,400 have Some College (Table 38).

Most (1,100) of the 3,600 unemployed persons previously worked in “Other Services,” which is a catch-all label that includes Retail, Food-Beverage, Accommodation, Entertainment-Recreation, and Other Services sectors. There are almost 1,600 persons working part-time in “Professional Services,” which includes Public Administration, Information, Real Estate, Finance and Insurance, Administrative Support-Waste Remediation, and Utilities (ADE Table 38).

Labor force to job openings comparisons

The number (2,300) of openings in occupations requiring either a High School Diploma\GED or Some College currently trails the number (3,600) of unemployed persons between 18 and 65 and in the civilian labor force with the requisite educational background (ADE Table 39). Based on a gross-level comparison of the typical number of openings a year to the total number of unemployed persons, it will take approximately one-year and six-months for the openings to absorb the unemployed labor force.

It is important to note that the degree to which openings can absorb the sub-region’s unemployed labor force varies by sector and by educational qualifications. For instance, the number of **openings requiring a High School Diploma (1,950) matches well with the number of unemployed persons with a High School Diploma (1,580 [excluding long-term unemployed persons])** (ADE Table 39). However, the **number of unemployed persons with Some College background (1,200 [excluding long-term unemployed]) is almost four times higher than the number of annual openings** requiring either Some

College or Post-Secondary Non-Degree Award –it will take four years for these openings to absorb their corresponding unemployed labor force.

There are enough Services occupation openings in the Health sector to accommodate the number of unemployed persons with the same backgrounds. Similar to the situation in Health Care, there are enough openings in a number of occupational categories within the Professional Services sector to immediately absorb unemployed persons who previously worked in Professional Services (ADE Table 39).

There are approximately 6,300 persons employed in an underutilized manner. Along with the unemployed, these underutilized workers might be interested in training for more advanced and permanent positions. These underutilized workers have either a High School Diploma\GED or Some College. The amount of underutilized labor force exceeds the current number of openings, or 2,300 openings (ADE Table 40).

CONCLUSIONS and IMPLICATIONS FOR EASTERN REGION AREA

- **Tourism (Retail and Hospitality) provides an opportunity to expand adult school training not requiring college coursework or degrees.**
- **The Public Sector and traditional “blue collar” occupations, along with health-related occupations, provide adult school opportunities to provide introductory and career exploration classes at the adult school that bridge into community college programs.**

2.4 Identifying Goals and Strategies

The labor market and community data supports the conclusion that there are large unserved populations in each of the consortium’s sub regions who would benefit from adult school programs. Enrollment strategies, including closer partnerships with the community, effective marketing strategies and proactively reducing local barriers, will be addressed during the 2019-2022 timeline in order to not only maintain but grow enrollment. Smaller members and those still developing initial programs, in particular, will have to utilize cost savings strategies and effective outreach to enroll sufficient students in new course offerings in smaller scale populations. This approach will be different than in larger communities, such as Bakersfield, where economy of scale is more realistic.

ESL is a priority for many of the consortium member’s clients. Basic literacy and former schooling may be lacking in many of the adult school’s enrollees and must be directly addressed to ensure success. For many ESL enrollees obtaining a high school diploma/ GED coupled with increased proficiency in English will increase the chance of obtaining or advancing in a job. Additional students may be working towards eventual enrollment in a community college program, especially in CTE programs, and need a strong academic ESL program (level 6). With the passage and implementation of AB705 it is critical that adult schools address language and academic gaps to better prepare all adult students for postsecondary training. Therefore Kern AEP adult schools will work in conjunction with college partners to identify how to offer aligned and leveled ESL courses that provide a clear pathway for all students, regardless of their eventual personal goal and desired outcome. This pathway will include assessment and tracking of student progress.

Adult school enrollees may struggle with the transition to college and Kern AEP and partners will continue to work together to ensure student success in this area. Adult school, college and community partner One Stops and co-located services have been shown to be effective in breaking down barriers and transitioning students. In addition, transition and bridge courses (English, math, CTE, Academic ESL,

career planning, skills development) have great potential to increase student success in college courses. Many of the adult schools have noted that students become comfortable with the school and other students and are hesitant to move on to the college. Creation of a cohort of students who can move together has been proposed as a possible strategy. Bringing in college students who are similar to the adult school students (i.e. age, ethnic, social class backgrounds) to share their transition struggles and successes may alleviate concerns. Bridge courses that orient students to a campus and help students learn test taking strategies, improve writing skills and improving time management may be helpful. The consortium will build upon these practices to expand support services and formalize regional practices in a "Transition Plan".

TABLE 3 PROGRESS INDICATORS

The Kern AEP consortium will assess progress and impact during the next three year cycle using these three objectives

- | |
|--|
| 1. By May of each year (2020, 2021, 2022), an additional three consortium members will increase adult enrollment as compared to the prior year. |
| 2. By May 2021, increase the number of agencies that have defined and aligned ESL Course sequences from 1 (baseline) to 3. |
| 3. By May 2021 the consortium will create a transition plan that defines social and academic support mechanisms, designs bridge courses and other strategies and begin implementation to provide additional transition support for students. |

FIGURE 1A. LOGIC MODEL- BREAKING DOWN BARRIERS TO ENROLLMENT AND COMPLETION

Goal Statement: By May of each year (2020, 2021, 2022?) an additional three consortium members will increase adult enrollment as compared to the prior year.

Inputs	Activities	Outputs	Immediate (Short-Term) Outcomes	Intermediate Outcomes	Long-Term Outcomes / Impact
<i>In order to accomplish our set of activities we will need the following:</i>	<i>In order to address our problem or asset we will accomplish the following activities:</i>	<i>We expect that once accomplished, these activities will produce the following evidence or service delivery:</i>	<i>We expect that if accomplished these activities will lead to the following changes in the next year</i>	<i>We expect that if accomplished these activities will lead to the following changes in 1-3 years</i>	<i>We expect that if accomplished these activities will lead to the following changes in 3-5 years</i>
<p>Development of strong partnerships (K-12, WIB, ETR, industry and community organizations, community liaisons)</p> <p>Personnel to handle increased enrollment (i.e. course offerings)- funding</p> <p>Funding to hire additional support staff to provide outreach</p> <p>Supplies</p> <p>Marketing efforts</p> <p>Ongoing evaluation</p>	<p>Increased communication, purposeful meetings and other jointly developed local and regional strategies (showcase)</p> <p>Provide clear mechanisms for agency referrals to adult school & community college programs</p> <p>Identify and proactively reduce local barriers to enrollment. Standing agenda item- consortium</p> <p>Increase availability of college programs at adult schools to retain college ready students.</p>	<p>Partnership support for adult school and college programs (public relations, work based learning opportunities, financial)</p> <p>Referrals from agencies</p> <p>Number of students accessing a variety of support services</p> <p>% of new students enrolling</p> <p>% of students persisting</p>	<p>Improved student access to relevant courses and pathways</p> <p>Increased referrals</p> <p>Increased enrollment</p> <p>Increased persistence rates</p>	<p>Increase in student retention and completion</p> <p>Increase in AEP outcome indicators</p>	<p>Increase in student transitions into workforce and higher education</p>
Assumptions			External Factors		
<ul style="list-style-type: none"> Additional quality partnerships will yield positive opinions and support for AS programs, including referrals If barriers to enrollment are identified and addressed, more students will enroll in programs (i.e. registration processes, offering courses at times and places aligned with student needs) Students who are enrolled and supported (academic, social and emotional) will persist and complete coursework 			<ul style="list-style-type: none"> Employment status Work-life balance for enrollees Stability issues for enrollees (i.e. financial, home issues, jail, pregnancy, transportation, child care) Funding 		

FIGURE 1B. LOGIC MODEL- FORMALIZE ESL COURSE SEQUENCES AND ALIGNMENT

Goal Statement: By May 2021, increase the number of agencies that have defined and aligned ESL Course sequences from 1 (BAS) to 3

Inputs	Activities	Outputs	Immediate (Short-Term) Outcomes	Intermediate Outcomes	Long-Term Outcomes / Impact
<i>In order to accomplish our set of activities we will need the following:</i>	<i>In order to address our problem or asset we will accomplish the following activities:</i>	<i>We expect that once accomplished, these activities will produce the following evidence or service delivery:</i>	<i>We expect that if accomplished these activities will lead to the following changes in the next year</i>	<i>We expect that if accomplished these activities will lead to the following changes in 1-3 years</i>	<i>We expect that if accomplished these activities will lead to the following changes in 3-5 years</i>
ESL Instructors Funding to offer additional ESL courses Planning time College faculty support Community support Space and student accessible locations Marketing materials Professional Development resources	Provide targeted ESL related professional development Jointly (AS and college) develop ESL course outlines Recruit and assess additional students in ESL programs- outreach- recruitment materials Offer additional leveled ESL courses as enrollment and funding increases Regular assessment and analysis of results at least twice per year	Post PD Survey results show increased teacher knowledge in ESL methodology ESL alignment and curriculum development meetings held Course outlines/ curriculum frameworks developed ESL program enrollment data ESL course completion data Assessment data	Increased courses based on community need and demand. Increased enrollment in ESL programs Literacy gains/ EFL Increased completion in ESL programs Improved instruction	Increase in student completion through leveled ESL course sequence Increase in attainment of HS diploma programs Additional ESL students transitioning to college Student satisfaction with program and provided support (determined through interviews or surveys)	Students transitioning to better job opportunities Attainment of CTE certifications and AA degrees. Easier navigation of the adult school and college systems by students
Assumptions			External Factors		
<ul style="list-style-type: none"> Professional development across region can be arranged and will be attended College and adult school instructors understand the importance of this task Increased awareness of ESL course sequences will positively impact student enrollment and persistence 			<ul style="list-style-type: none"> Coordination of schedules for training Need resolution on cost burden to adult schools using college facilities 		

FIGURE 1C. LOGIC MODEL- RESPONDING TO AB705 AND BRIDGE SOCIAL AND ACADEMIC GAPS FOR STUDENTS BETWEEN ADULT SCHOOLS AND COMMUNITY COLLEGES

Goal Statement: By May 2021 the consortium will create a transition plan that defines social and academic support mechanisms, designs bridge courses and other strategies and begin implementation to provide additional transition support for students.

Inputs	Activities	Outputs	Immediate (Short-Term) Outcomes	Intermediate Outcomes	Long-Term Outcomes / Impact
<i>In order to accomplish our set of activities we will need the following:</i>	<i>In order to address our problem or asset we will accomplish the following activities:</i>	<i>We expect that once accomplished, these activities will produce the following evidence or service delivery:</i>	<i>We expect that if accomplished these activities will lead to the following changes in the next year</i>	<i>We expect that if accomplished these activities will lead to the following changes in 1-3 years</i>	<i>We expect that if accomplished these activities will lead to the following changes in 3-5 years</i>
<p>Increased funding Adult school staff College staff Community partners</p> <p>MOUs and board policies</p> <p>Key people from each agency who will champion transition for students</p> <p>Support services (i.e. guidance, transportation, tutoring, co-location and transition support)</p> <p>Data support and coordination</p>	<p>Increase adult school, college and community organization one-stops and co-located services</p> <p>Establish accurate benchmark data</p> <p>Professional development and cross training on assessment practices and use of multiple measures (including CASAS)</p> <p>Professional development on effective transition strategies (social and academic)</p> <p>Transition courses and other activities (workshops, trainings) developed and available to students</p>	<p>Number of one-stops and co-locations</p> <p>Adult school enrollment and completion</p> <p>Increase in persistence data</p> <p>College enrollment</p> <p>Improved matriculation processes</p> <p>Transition plan</p>	<p>Increase in high school graduation</p> <p>Increase in number of adult school students enrolling in college</p> <p>College course completion</p> <p>Development of regional transition plan</p>	<p>Co-development of transition and bridge courses (English, math, CTE, career planning, skills development) that increase student success in college courses</p> <p>Students obtaining college credits during adult school as a measureable outcome demonstrating college readiness</p> <p>Increase in joint partnership events between adult schools and colleges to improve student outcomes</p>	<p>Pathway/ education plan for transitioning students between adult school and college is seamless for all students</p> <p>Increased opportunities in employment, wages and increase in community capacity as measured through college completion</p>
Assumptions			External Factors		
<ul style="list-style-type: none"> Community colleges will embrace adult school staff as partners in transitioning current and future students. Students who receive college orientation and opportunities for college credit while they are adult school students are more likely to later enroll in college programs Students who receive support in transitioning from adult school to college will be more successful 			<p>Perceptions that are entrenched and difficult to change regarding ability of students, lack of urgency, silo systems, etc. Comfort with status quo.</p>		

2.5 Piloting and Implementation

Two of the main events of this planning year were utilizing the self-assessment tool and developing logic models for identified concerns.

The Consortium has worked on building CAPACITY since its formation in 2014 and those efforts are reflected in the self-assessment results as well as the professional manner in which members interact with each other. If one member has expertise they have shown the willingness to share and train others. Each agency understands their individual characteristics and is willing to seek understanding of other agency needs. When tackling difficult issues, such as distribution of COLA or startup funding for new members, agencies are attentive and collaborative, even sharing funding as needed to ensure success for others. Professional development is a challenge, mainly due to the geographic distance between agencies and sub regions. Classroom space continues to be a challenge for 67% of the agencies. The agencies are proactively growing their adult education programs, many of which did not exist in 2014.

CONNECTION is an area of potential growth for the consortium. Outreach to students has been a challenge and may rely more on students finding the program rather than the program finding the students. To address this concern, the consortium has hired a marketing company and sent more information about adult school into the community. Some agencies have proactively established strong community (i.e. WIOA, ETR, non-profits, churches) partnerships while others are just beginning to understand what partnerships can do for enrollment and success of students. The established connections between the colleges and agencies also shows the same variability ranging from strong partnerships to inconsistent partnerships. Agencies with employees vested in the community are able to identify unmet needs and develop strategies to reach out to underserved groups. One the goals established for the consortium focuses on **increasing enrollment by breaking down barriers to both enrollment and completion**. Enrollment should be a standing agenda item at the Kern AEP consortium meetings to monitor progress and learn from each other. The consortium members are enthused about having access to data about their communities that was gathered during this planning year. Much work still needs to happen around organizing curricula around common standards, college and career readiness and effective adult learner instructional practices.

Over the last four years Kern AEP agencies have made good progress in ENTRY (common intake and assessment coupled with career planning). For most agencies persistence data shows that programs met student needs and the adult schools have made strong connections with students (70% and above). Common counseling services between adult schools and the college, especially in Northern Kern, assist students in identifying programs that move them towards meeting goals.

The weakest area, as identified during the self- assessment process, was in PROGRESS- strategies that allow students to accelerate. Much work remains in alignment of curriculum, tracking performance, concurrent enrollment, workforce training and tracking student support services. The consortium also has work to do to ensure that AEP outcome data is accurately entered, analyzed, reported out, and acted on. There have been limited opportunities for adult school and college staff to come together in working groups to align programs and build defined and integrated education and training programs and related pathways.

The first area for alignment over the next three years will be in ESL programs. **The consortium will formalize ESL sequences and alignment**. The larger programs are able to offer more leveled courses in a wide range of locations. Middle size agencies offer ESL courses but student assessment and placement into leveled courses becomes more of a challenge. The smaller agencies may only offer one or two courses where students assessed at a beginner level share the classroom with students at early

advanced or advanced level, resulting in instruction that is too difficult or unchallenging for different students. In addition, the curriculum may be inconsistent from agency to agency resulting in some students who complete the program ill prepared to enter into college level work, should that be their goal. The consortium will look at the different models of ESL instruction being offered at both the adult school and college level and align the curriculum into models that can be adapted by each of the agencies. They will take into consideration that some students access the ESL curriculum to gain basic skills for life (basic communication, functioning at work, citizenship, promotions) while other students access ESL to meet academic needs for college success.

As the consortium continues its work over the next three years there will be a focus on COMPLETION and TRANSITION. Setting performance targets for students, alignment of programs and formal transition processes are three areas of focus. Half of the agencies felt that there was a strong need for improvement and a need for targeted support in these three areas.

In order to bridge social and academic gaps for students between the adult schools and community colleges, the consortium will develop a working Transition Plan. Development of this plan will focus on local needs and challenges, current strategies, practices and support services as well as research and investigation into effective practices in other consortia. It is important that the plan considers the needs of smaller, medium and larger agencies. Transitioning students must be culturally sensitive, responsive to concerns of 1st generation college attendees, and take into consideration the specialized needs of older adult learners. It is anticipated that this work will take up to two years to complete and require work both within and outside the consortium by agencies and partners. Transition should be a standing agenda topic for monthly consortium meetings.

April 15, 2019

Labor Market Trends and Projections

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Kern Community College District Adult Education Consortium

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Introduction

This report presents findings regarding the composition of jobs, job openings, and the labor force in the Kern Community College District Adult Education Consortium (KCCD consortium). The analysis reports on trends between 2008 and 2018 and provides projections to 2028. The discussion begins with the analysis for the KCCD consortium region as a whole. Following this regional discussion, we present our sub-regional findings, starting with the Eastern Sierra sub-region, followed by findings for the Greater Bakersfield sub-region. Findings for the Northern Kern sub-region and for the Porterville sub-region are presented in the final two sections of the report. The report is intended as a reference document for the Consortium members and is presented in outline format.

The data analysis is aligned with the needs of the Adult Education Districts in the consortium to identify the types of jobs and workers that could most benefit from Adult Education curricula. The detailed projections of job openings are focused on positions that require at least a high school diploma or GED and may require some college classes or a non-degree post-secondary award (e.g. certificates). In contrast, little emphasis is placed on openings requiring an AA or BA degree.

The report also focuses on unemployed or underutilized workers who have a similar educational attainment as required by the projected openings described above but may need additional training to transition into the available jobs. Underutilized workers are defined as those who work less than 38 hours per week or less than 50 weeks per year. The analysis quantifies the size of the labor force segments in the unemployed and underutilized groups by area and also their previous work experience by business sector as well as their educational attainment.

For the KCCD region as a whole, the report also describes the labor force characteristics of Southeast Asian Immigrants, disconnected youth (those not working and not in school) and ex-offenders. Due to the size of these populations, this information is not broken out by sub-area, however.

Methodology

With respect to jobs and job openings, including by occupations, we relied heavily on data from EMSI. We re-coded EMSI's job and occupation data to enable comparison of employment trends and projections with the labor force in the region. With respect to analyzing the region's labor force, we began first by obtaining census tract level (and in some cases block group level) labor force data from the American Community Survey (ACS) FactFinder 5-year 2012-2016 samples. The ACS FactFinder data provides a tract- and block-group level snap-shot of the region's labor force with respect to the sectors cross-tabbed by occupational groups. We then adjusted the FactFinder cross-tabbed census tract and block group using the US Census ACS Public Use Micro-data (PUMS) that correspond to each tract and block group, in an effort to estimate the educational backgrounds of persons from the cross-tabbed FactFinder data-sets. We then organized the EMSI employment and openings data and the ACS FactFinder\PUMS labor force data by the same industry, sector, and occupational codes, in order to analyze the match between the region's labor force and current and projected employment opportunities.

KCCCD Consortium Region Trends and Projections

Employment

- According to EMSI, the number of jobs in the KCCCD Adult Education Consortium region is projected to increase positively by 32,900 jobs on a net basis between 2018 and 2028 (Table 1).
- Almost one-third of all net new jobs are projected to occur in Health and Social Services sector (NAICS 62), at 10,000 jobs between 2018 and 2028.
- Excluding Unclassified Industries (NAICS 99), employment in the Health sector is projected to grow the fastest on an annual basis, by 2.1 percent a year from 2018 to 2028.
- In addition to sheer number of new jobs and the annual growth rate projected over the 2018-2028 ten-year period, the Health sector represents the second largest sector in terms of existing jobs. This sector contains 43,300 jobs out of a total of 366,600 jobs in the KCCCD region – or almost 12 percent of all jobs.
- At 71,200 jobs, the Agriculture sector (NAICS 11) is the largest sector in terms of existing jobs, representing slightly over 19 percent of all jobs in the region. The number of net new jobs projected for by the Agricultural sector between 2018 and 2028 (4,900) is half the amount that the Health sector will generate (10,000).
- The Education is the third largest sector in the region at 36,500 existing jobs. This sector is projected to grow by another 5,500 jobs between 2018 and 2028.
- Underscoring the importance of the logistics industries in the region, employment in the Warehousing sector (NAICS 49) is projected to grow as fast as Health (NAICS 62), at 2.1 percent a year between 2018 and 2028. Combined, the Transportation (NAICS 48) and Warehousing sectors represent almost three percent of total jobs, at almost 13,000 jobs in 2018.
- There are 15,400 jobs in the Manufacturing sector (NAICS 31-33), which represent slightly over four percent of total jobs in the region. The number of jobs in this sector is projected to decrease by 700 over the next ten years, for an annual decline of half of one percent.

Kern AEP CONSORTIUM THREE-YEAR PLAN 2019-2022

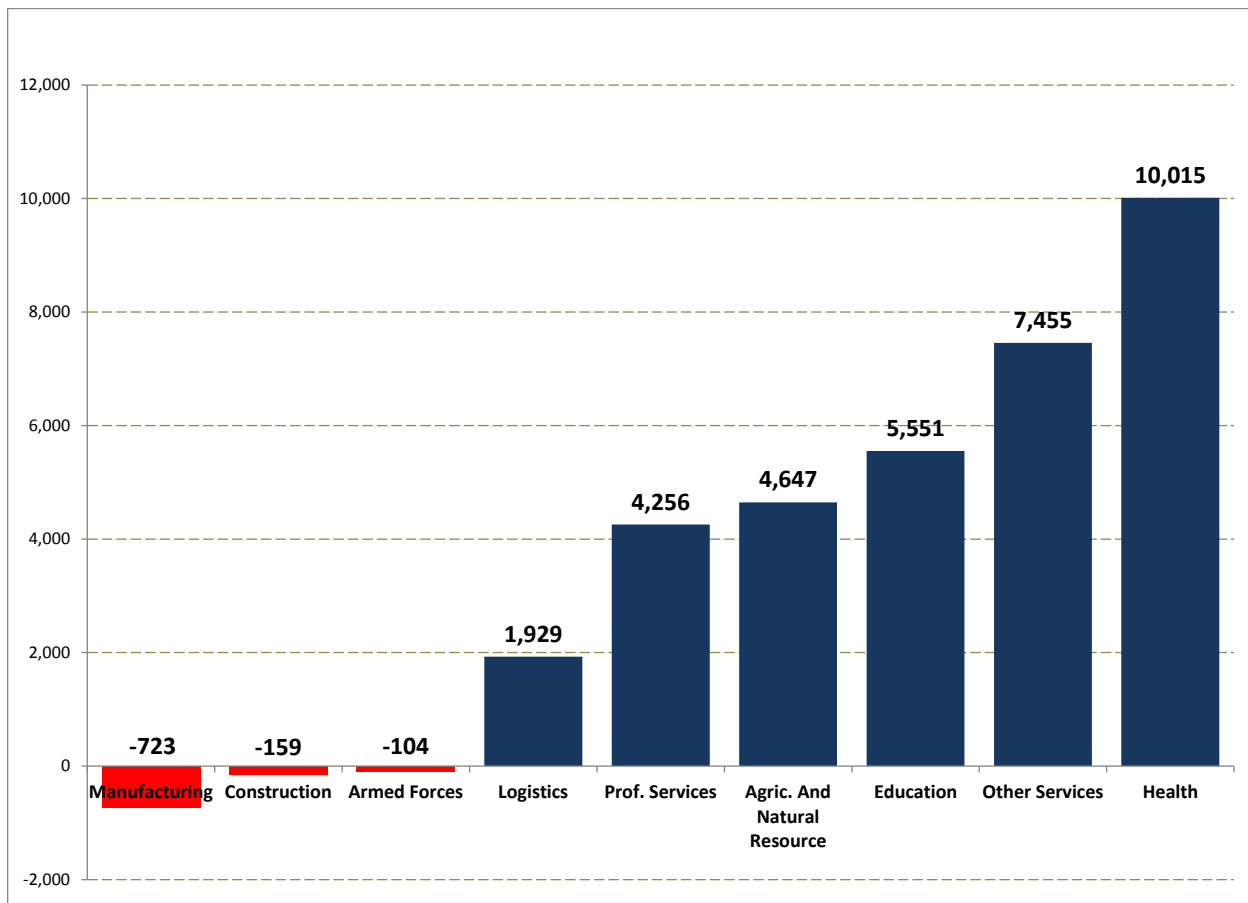
Table 1. Employment Trends and Projections: KCCD Region: 2008 - 2028

NAICS	Sectors	2008	2018	2028	2018	08-18 CHG	18-28 CHG	08-18 CAGR	18-28 CAGR
Total		331,075	366,562	399,428	100%	35,487	32,866	1.0%	0.9%
11	Agric.	58,737	71,217	76,148	19.4%	12,480	4,930	1.9%	0.7%
21	Mining	8,327	6,517	6,233	1.8%	-1,810	-284	-2.4%	-0.4%
22	Utilities	1,346	1,284	1,310	0.4%	-62	26	-0.5%	0.2%
23	Construction	18,413	16,386	16,227	4.5%	-2,027	-159	-1.2%	-0.1%
31-33	Manufacturing	15,693	15,414	14,691	4.2%	-279	-722	-0.2%	-0.5%
42	Wholesale	9,319	8,960	9,145	2.4%	-358	185	-0.4%	0.2%
44-45	Retail	31,345	36,012	38,761	9.8%	4,666	2,749	1.4%	0.7%
48	Transportation	6,360	7,094	7,510	1.9%	734	416	1.1%	0.6%
49	Warehousing	4,389	5,829	7,157	1.6%	1,440	1,329	2.9%	2.1%
51	Information	3,239	2,097	2,145	0.6%	-1,142	48	-4.3%	0.2%
52	Fin. and Ins.	6,345	5,845	5,280	1.6%	-500	-565	-0.8%	-1.0%
53	Real Estate	3,902	3,660	3,597	1.0%	-242	-63	-0.6%	-0.2%
54	Prof., Tech., Svcs.	11,060	9,679	9,310	2.6%	-1,381	-369	-1.3%	-0.4%
55	Mgmt. Of Cos.	2,499	3,460	3,868	0.9%	961	409	3.3%	1.1%
561	Admin. Svcs.	11,214	12,501	14,045	3.4%	1,287	1,544	1.1%	1.2%
562	Waste Mgt.	1,068	982	809	0.3%	-86	-173	-0.8%	-1.9%
61	Education	31,996	36,516	42,067	10.0%	4,520	5,551	1.3%	1.4%
62	Health	31,202	43,253	53,268	11.8%	12,050	10,015	3.3%	2.1%
71	Rec. Ent., etc.	2,414	2,716	2,880	0.7%	302	164	1.2%	0.6%
721	Lodging	4,342	4,540	4,689	1.2%	198	148	0.4%	0.3%
722	Food \Bev.	20,020	24,659	28,076	6.7%	4,640	3,417	2.1%	1.3%
81	Other Services	11,932	9,398	9,993	2.6%	-2,534	595	-2.4%	0.6%
92	Public Sector	31,587	33,976	37,376	9.3%	2,389	3,399	0.7%	1.0%
98	Armed Forces	3,425	3,566	3,462	1.0%	141	-104	0.4%	-0.3%
99	Unclassified	901	1,001	1,382	0.3%	100	381	1.1%	3.3%

Source: ADE, Inc., based on EMSI 2018 Q4 QCEW and Non-QCEW ZIP Code Employment Data.

- Between 2018 and 2028, employment in the Health sector is expected to increase on a net basis by 10,000 jobs over the next ten years, followed by Other Services at 7,500 (Figure 1). Other Services includes Retail (NAICS 44-45), Lodging (NAICS 721), Food-Beverage (NAICS 722), and Other Services (NAICS 81). In the recent past, Logistics (Transportation [NAICS 48], Warehousing [NAICS 49], and Wholesale [NAICS 42]) has garnered much attention given the region's strategic position relative to the Los Angeles and Bay Area markets. Over the next ten years, Logistics is projected to grow by a net of 1,900 jobs.

Figure 1. Net Change in Employment: 2018-2028: KCCD Region



- At 253,800, the bulk of the 366,600 jobs in the region are in the Greater Bakersfield sub-region (Table 2).
- Of the 43,700 jobs in the Eastern Sierras sub-region, almost 2,800 are in Armed Forces. Edwards Air Force base and the Naval Air Weapons Station China Lake are located in the KCCD Eastern Sierras sub-region.

Unemployment Trends in the Region

- While the statewide unemployment rate averaged slightly below four percent over the 2018 Fall season (September, October, and November), rates of unemployment for many parts of the KCCD region were significantly higher than statewide figures. Kern County's unemployed rate was 6.5 percent, and Tulare County experienced a joblessness rate of almost eight percent (Table 3).
- 2018 Fall season unemployment rates for cities such as Wasco-McFarland (11.0 percent) and Porterville (10.2 percent) were significantly higher than both state and county rates.

Table 2. Jobs by Major Industry Sector: KCCD Region and Sub-Regions: 2018

NAICS	Sectors	2018	EASTERN SIERRAS	GREATER BAKERS- FIELD	NORTH- ERN KERN	PORTER- VILLE
Total		366,562	43,688	253,805	30,527	38,542
11	Agric.	71,217	223	46,982	13,165	10,848
21	Mining	6,517	916	5,489	109	4
22	Utilities	1,284	425	744	9	107
23	Construction	16,386	1,024	14,257	291	814
31-33	Manufacturing	15,414	2,063	9,952	1,911	1,488
42	Wholesale	8,960	446	7,197	756	562
44-45	Retail	36,012	3,508	26,470	2,968	3,066
48	Transportation	7,094	521	5,283	418	873
49	Warehousing	5,829	241	3,592	537	1,458
51	Information	2,097	221	1,663	26	187
52	Fin. and Ins.	5,845	381	4,899	141	424
53	Real Estate	3,660	673	2,599	110	278
54	Prof., Tech., Svcs.	9,679	2,273	6,930	121	355
55	Mgmt. Of Cos.	3,460	94	3,297	22	48
561	Admin. Svcs.	12,501	830	9,007	1,243	1,421
562	Waste Mgt.	982	174	776	27	4
61	Education	36,516	3,391	25,393	3,037	4,695
62	Health	43,253	3,241	31,335	2,409	6,268
71	Rec. Ent., etc.	2,716	366	2,224	13	114
721	Lodging	4,540	2,712	1,542	147	139
722	Food \Bev.	24,659	3,570	18,042	1,204	1,843
81	Other Services	9,398	1,002	7,590	208	599
92	Public Sector	33,976	12,501	17,138	1,599	2,738
98	Armed Forces	3,566	2,784	668	0	113
99	Unclassified	1,001	107	738	57	98

- Since 2010, Eastern Sierra sub-region unemployment rates have tended to be less than state-wide rates, as well as rates exhibited by other parts of the KCCD region.

While rates for all areas within the KCCD region have tended to decline since 2010 with the general improvements in the economy, underscoring the rural nature of the regional economy, county-level unemployment rates exhibit much volatility compared to statewide rates (Figure 2). Unemployment rates typically spike upwards during the Winter and Spring seasons, and then decline downward over the Summer and Fall seasons. Unemployment rates for relatively more urbanized areas such as Bakersfield, Wasco-McFarland, and Porterville also exhibit a tendency to oscillate with the season (Figure 3).

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Table 3. Unemployment Trends by Season: 2010-2018: Select Areas within KCCD Region

YEAR AND SEASON	CALIF.	KERN Co.	BAKERSFIELD	WASCO-MCFARLAND	TULARE Co.	PORTERVILLE	INYO Co.	BISHOP	MONO Co.	MAMMOTH LAKES
2018--Fall	3.9%	6.5%	5.2%	11.0%	7.9%	10.2%	3.4%	1.6%	3.5%	1.9%
2018--Summer	4.5%	8.7%	6.0%	13.6%	9.7%	11.7%	4.0%	1.9%	4.0%	1.8%
2018--Spring	4.2%	9.6%	5.1%	14.8%	11.1%	11.7%	4.3%	1.8%	3.5%	1.7%
2017--Winter	4.2%	8.4%	5.9%	14.3%	10.2%	12.8%	3.9%	2.0%	3.8%	1.9%
2017--Fall	4.3%	7.5%	5.8%	12.6%	8.8%	11.1%	3.8%	1.6%	4.4%	2.3%
2017--Summer	4.8%	9.2%	6.9%	15.3%	9.7%	12.7%	4.1%	2.1%	4.8%	2.4%
2017--Spring	5.2%	11.4%	6.3%	17.7%	12.6%	12.5%	5.1%	2.3%	4.2%	2.0%
2016--Winter	5.1%	10.5%	7.4%	17.6%	11.8%	14.1%	5.2%	2.7%	4.6%	2.3%
2016--Fall	5.3%	9.2%	7.6%	14.3%	10.2%	12.4%	4.8%	2.1%	5.2%	2.9%
2016--Summer	5.6%	10.5%	8.6%	16.1%	10.4%	13.1%	5.2%	2.6%	5.6%	2.7%
2016--Spring	5.8%	12.3%	7.6%	18.6%	12.9%	13.0%	5.9%	2.5%	5.1%	2.7%
2015--Winter	5.6%	10.3%	8.2%	17.2%	11.7%	13.6%	5.7%	3.0%	5.3%	2.5%
2015--Fall	5.6%	8.7%	8.0%	12.6%	9.9%	10.7%	4.9%	2.6%	5.4%	3.0%
2015--Summer	6.3%	10.6%	9.0%	13.9%	11.1%	11.5%	5.4%	2.5%	6.7%	3.0%
2015--Spring	6.7%	11.8%	9.7%	14.9%	13.5%	12.3%	6.5%	2.7%	5.7%	3.4%
2014--Winter	6.6%	10.0%	9.6%	15.3%	12.7%	13.7%	6.3%	3.3%	6.0%	2.9%
2014--Fall	7.0%	8.7%	7.9%	12.3%	11.3%	12.3%	5.9%	3.1%	6.3%	3.5%
2014--Summer	7.5%	10.4%	9.0%	14.1%	12.3%	13.0%	6.5%	3.2%	7.4%	3.5%
2014--Spring	8.3%	12.7%	10.1%	15.5%	15.7%	14.2%	8.0%	3.4%	7.6%	3.7%
2013--Winter	8.0%	11.1%	10.5%	16.2%	14.2%	15.5%	7.1%	3.6%	7.7%	3.8%
2013--Fall	8.5%	10.2%	9.3%	14.4%	13.0%	13.8%	7.0%	3.6%	7.9%	4.4%
2013--Summer	9.2%	12.0%	10.3%	15.9%	13.8%	14.2%	7.9%	3.8%	8.9%	4.2%
2013--Spring	9.3%	13.5%	11.1%	16.9%	16.1%	15.0%	8.6%	3.7%	8.5%	4.4%
2012--Winter	9.6%	12.8%	12.0%	18.2%	16.1%	17.0%	8.8%	4.4%	9.0%	4.5%
2012--Fall	9.6%	11.2%	10.2%	15.8%	14.3%	15.3%	8.1%	4.0%	9.7%	5.2%
2012--Summer	10.6%	13.3%	11.5%	17.5%	15.7%	16.5%	9.1%	4.3%	11.8%	5.6%
2012--Spring	11.0%	15.2%	12.7%	18.8%	18.1%	17.2%	10.0%	4.6%	10.2%	5.5%
2011--Winter	11.0%	14.3%	13.3%	20.0%	17.6%	18.7%	9.4%	4.8%	9.5%	4.9%
2011--Fall	11.5%	13.4%	11.9%	18.0%	15.7%	16.5%	9.1%	4.5%	10.4%	5.8%
2011--Summer	12.0%	14.9%	13.1%	19.9%	16.2%	17.2%	9.9%	4.7%	12.0%	5.6%
2011--Spring	12.1%	16.8%	14.0%	20.8%	19.2%	17.8%	10.4%	4.8%	8.2%	4.8%
2010--Winter	12.1%	16.0%	14.7%	21.8%	18.3%	19.5%	9.9%	5.0%	8.8%	4.3%
2010--Fall	11.9%	14.2%	13.1%	20.2%	15.8%	17.0%	9.0%	4.6%	10.6%	5.9%
2010--Summer	12.0%	15.2%	13.7%	20.7%	15.9%	16.9%	9.4%	4.5%	11.9%	5.5%
2010--Spring	12.6%	17.5%	14.6%	22.1%	19.5%	18.0%	10.6%	4.6%	9.1%	5.0%

Source: ADE, Inc., based on California EDD LMID "Local Area Unemployment Statistics" (Note: Winter months are December, January, and February. Thus, January and February are placed in the prior year's Winter season).

Figure 2. Unemployment Trends by Season: 2010-2018: Counties with KCCD Region

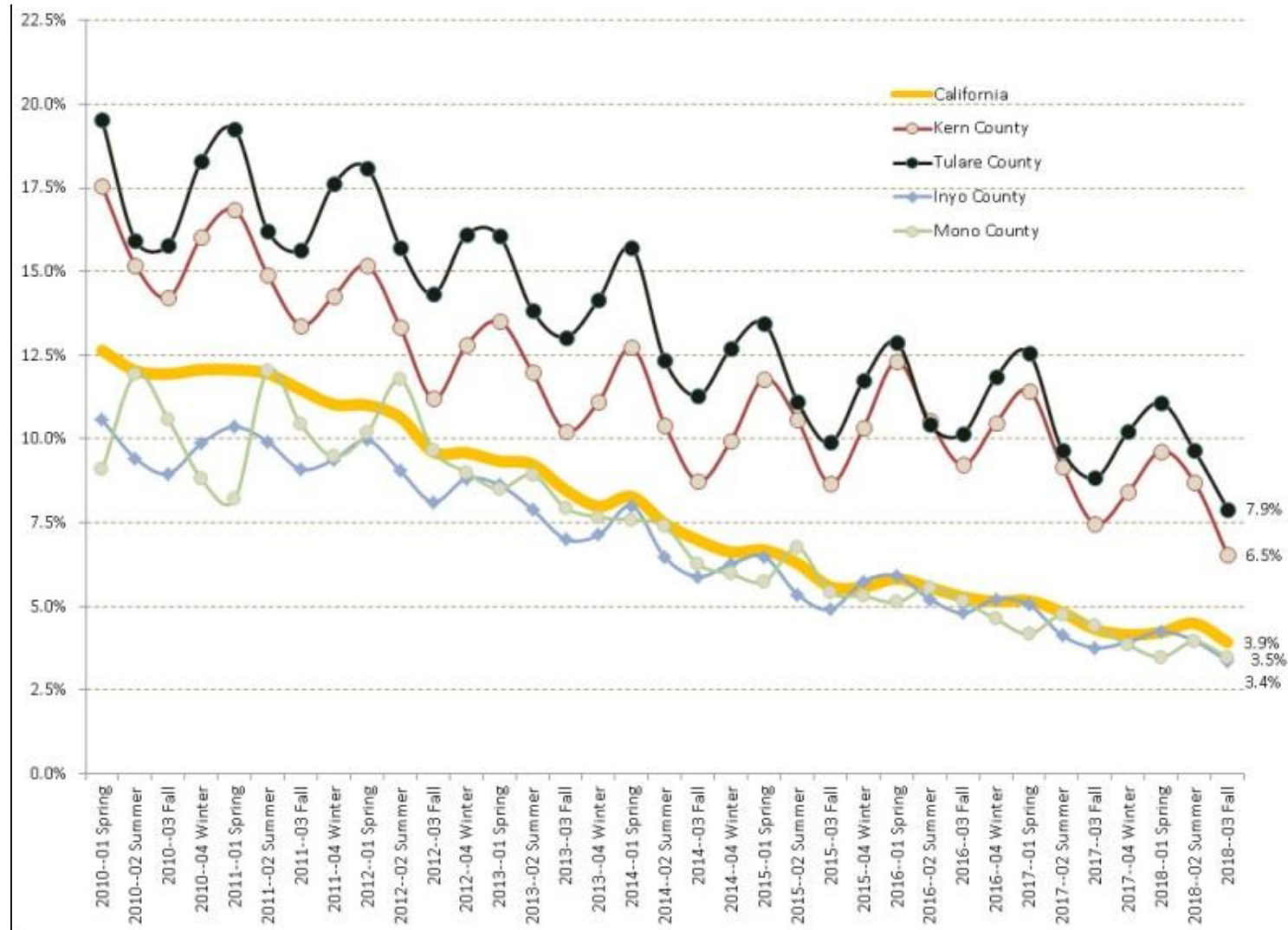
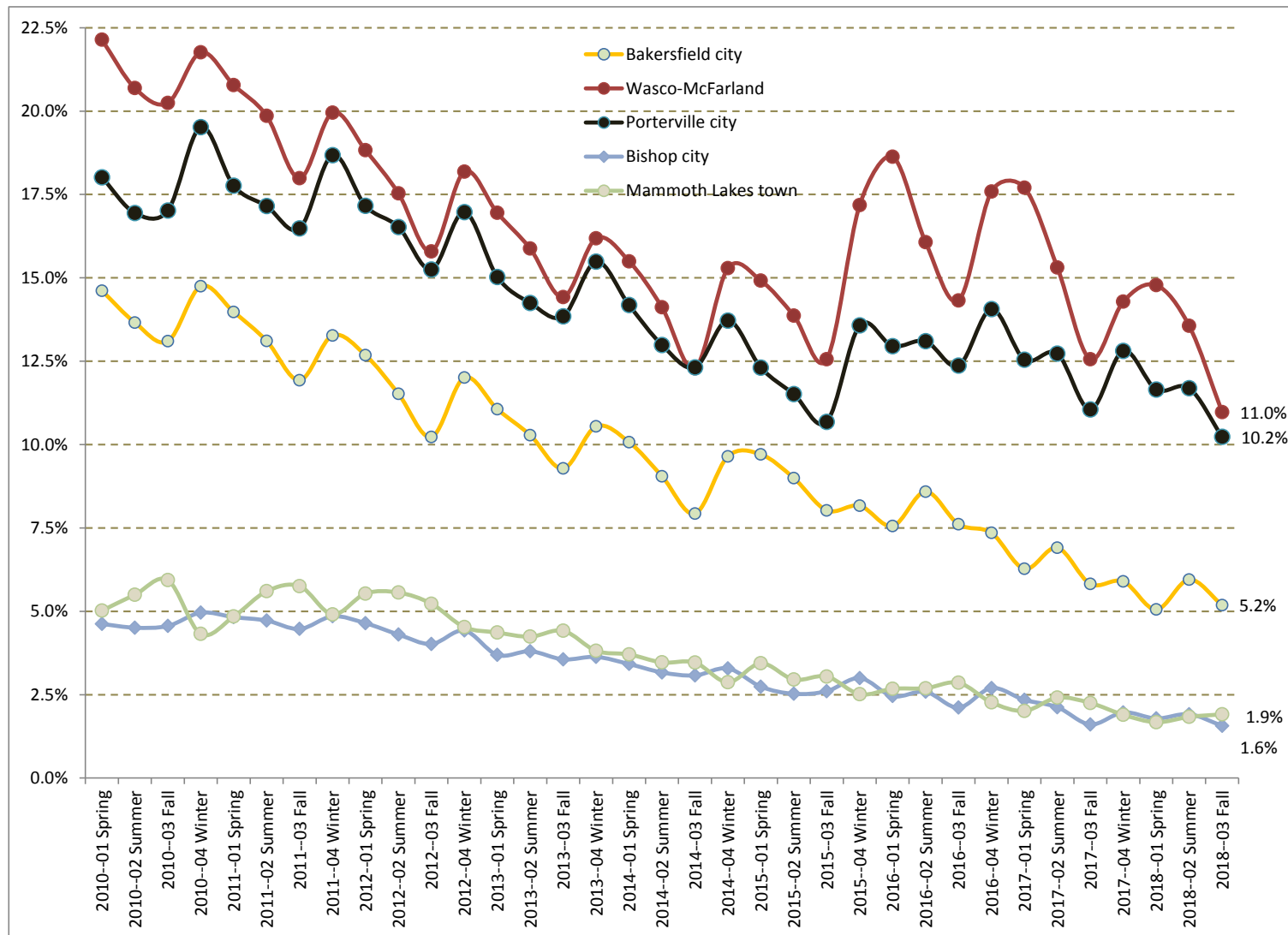


Figure 3. Unemployment Trends by Seasons: 2010-2018: Employment Centers Within KCCD Region



Job Openings

- In 2018, the KCCD region as a whole was estimated to have about 50,200 openings (Table 4). The bulk of the openings, at 13,400, occur in the Other Services sector group. This sector group consists of Retail (NAICS 44-45), Wholesale (NAICS 42), Other (NAICS 81) and Unclassified (NAICS 99). Almost 12,600 openings are in Agriculture and Natural Resources.
- Approximately 20 percent of the openings (or 10,100) are Farming, Fishing, and Forestry Occupations, followed by 5,400 in Food Preparation and Serving, and 4,700 in Sales and Related occupations. There are almost 3,700 openings in Transportation and Material Moving occupations.
- Of the 3,700 openings in Community and Social Science Occupations, the bulk, at 2,600, is in the Education sector. Almost 500 of the 3,700 openings in this occupational category are in the Health sector.
- Slightly over 300 of the total openings are in Armed Forces, of which 140 are in occupations held by civilians.
- Almost 3,400 openings occur in occupations requiring either Some College or a Post-Secondary Non-Degree Award (Table 5). Over 1,100 of these occupations are in the Health sector, mostly in Health Support occupations (658) and Healthcare Practitioners and technical occupations (267).
- Out of the total 50,200 openings a year in the KCCD region, almost 15,500 occur in occupations requiring a High School Diploma\GED (Table 6). Of the 15,500, almost 1,150 openings are in Manufacturing, with another 1,130 in Construction. According to EMSI, 2,400 of the 15,500 openings will occur in Health. Most Health sector openings requiring a High School Diploma are in Personal Care and Service occupations.
- EMSI projects a total of almost 495,400 cumulative openings over the ten-year 2019-2028 period (Table 7). An estimated 18,000 cumulative openings will occur in Manufacturing, with another 84,000 cumulative openings in Health. EMSI projects almost 17,000 cumulative openings in Logistics between 2019 and 2028.
- Over the ten-year 2018-2028 period, EMSI projects a total of almost 495,400 cumulative openings (Table 5). An estimated 34,100 are in occupations requiring a High School Diploma\GED and Some College (without a degree), or a High School Diploma\GED and Post-Secondary Non-Degree Award (Table 8).
- The bulk of the 34,100 cumulative openings requiring Some College or a Post-Secondary Non-Degree Award are in Healthcare Support Occupations, which is projected to have 7,600 openings over the ten-year 2019-2028 period (Table 8). In addition, another 3,200 cumulative openings are projected for Healthcare Practitioners and technical occupations. Further underscoring the importance of the health care profession, 800 of the total 6,000 cumulative

openings projected for Community and Social Science occupations will occur in the Health sector.

- The occupational group requiring Some College\Post-Secondary Non-Degree Award with the next highest number of cumulative openings is Transportation and Material Moving Occupations, at 6,400, followed by 6,000 cumulative openings in Community and Social Science Occupations (Table 8). Over 4,400 cumulative openings requiring Some College are projected for the Installation, Maintenance and Repair occupations category.
- Almost 152,000 cumulative 2019-2028 openings will require a High School Diploma\GED (Table 9). The Health sector alone accounts for almost 25,800 of the 152,000 openings. More than half (13,500) of the 25,800 cumulative openings in this sector will occur in Personal Care and Services occupations. Slightly over 7,000 of the cumulative Health sector openings will occur in Office and Administrative Support occupations.

Table 4. Year 2018 Openings by Broad Occupational Categories and By Groups of Sector: KCCD Region

Occupational Categories	2018 OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES*	LOGISTICS	OTHER SERVICES**	ARMED FORCES^
Total	50,178	12,587	2,019	1,928	4,168	5,442	8,678	1,623	13,422	310
11 Management Occupations	1,430	140	96	81	121	159	494	44	282	13
13 Business and Financial Operations Occupations	1,090	55	43	41	37	61	724	18	105	7
15 Computer and Mathematical Occupations	384	10	2	14	32	23	272	5	23	3
17 Architecture and Engineering Occupations	602	43	24	83	2	2	419	8	18	5
19 Life, Physical, and Social Science Occupations	396	37	0	32	45	35	238	1	7	2
21 Community and Social Science Occupations	3,710	5	0	0	2,587	469	490	0	152	6
27 Arts, Design, Entert., Sports, and Media Occupations	356	1	2	6	65	12	152	1	113	4
29 Healthcare Practitioners and Technical Occupations	1,452	5	2	2	50	1,124	166	1	98	5
31 Healthcare Support Occupations	1,086	3	0	0	14	953	77	0	36	3
33 Protective Service Occupations	1,208	8	2	2	55	38	1,011	5	76	11
35 Food Preparation and Serving Related Occupations	5,426	1	0	34	250	195	113	5	4,825	5
37 Building, Grounds Cleaning, Maintenance Occupations	1,371	121	11	19	210	135	510	12	351	1
39 Personal Care and Service Occupations	2,422	5	0	0	185	1,372	346	6	506	2
41 Sales and Related Occupations	4,699	82	50	76	14	25	539	32	3,881	0
43 Office and Administrative Support Occupations	5,118	369	176	156	366	739	1,756	334	1,212	11
45 Farming, Fishing, and Forestry Occupations	10,122	10,004	1	23	6	8	50	2	29	0
47 Construction and Extraction Occupations	1,936	350	1,286	30	10	5	218	8	20	8
49 Installation, Maintenance, and Repair Occupations	1,633	177	205	95	49	14	374	83	595	40
51 Production Occupations	1,921	323	48	922	4	22	265	40	294	4
53 Transportation and Material Moving Occupations	3,650	848	73	311	68	50	464	1,019	802	14
55 Military-only occupations	168	0	0	0	0	0	0	0	0	168
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

Source: ADE, Inc., based on EMSI 2018 Q4 ZIP Code Employment Data (*Note: "Professional Services" includes Information, Real Estate, Finance and Insurance, Admin-Waste, Utilities, and Public Administration. **Note: "Other Services" includes Retail, Food and Lodging, Arts-Recreation-Entertainment, Other Services, and Unclassified. ^Note: Armed Forces openings

Table 5. 2018-One-Year Openings by Broad Occupational Categories and By Groups of Sector: KCCD Region: Openings in Occupations Requiring Some College and or Post-Secondary Non-Degree Award

Occupational Categories	2018 OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES*	LOGISTICS	OTHER SERVICES**	ARMED FORCES^
Total	3,432	236	87	105	528	1,113	594	233	510	26
11 Management Occupations	0	0	0	0	0	0	0	0	0	0
13 Business and Financial Operations Occupations	3	0	0	0	0	0	2	0	0	0
15 Computer and Mathematical Occupations	54	1	0	2	4	3	38	1	3	1
17 Architecture and Engineering Occupations	0	0	0	0	0	0	0	0	0	0
19 Life, Physical, and Social Science Occupations	0	0	0	0	0	0	0	0	0	0
21 Community and Social Science Occupations	599	1	0	0	420	76	77	0	24	2
27 Arts, Design, Entert., Sports, and Media	18	0	0	0	3	1	8	0	5	0
29 Healthcare Practitioners and Technical Occupations	341	1	0	0	12	267	36	0	22	2
31 Healthcare Support Occupations	755	2	0	0	27	658	42	0	24	1
33 Protective Service Occupations	79	0	0	0	4	2	66	0	5	1
35 Food Preparation and Serving Related Occupations	3	0	0	0	0	0	0	0	3	0
37 Building, Grounds Cleaning, Maintenance	0	0	0	0	0	0	0	0	0	0
39 Personal Care and Service Occupations	64	0	0	0	5	34	10	0	15	0
41 Sales and Related Occupations	0	0	0	0	0	0	0	0	0	0
43 Office and Administrative Support Occupations	400	29	14	12	29	58	137	26	94	1
45 Farming, Fishing, and Forestry Occupations	0	0	0	0	0	0	0	0	0	0
47 Construction and Extraction Occupations	0	0	0	0	0	0	0	0	0	0
49 Installation, Maintenance, and Repair Occupations	432	47	57	24	13	4	91	21	162	14
51 Production Occupations	22	3	0	11	0	0	4	0	3	0
53 Transportation and Material Moving Occupations	662	151	14	55	12	9	84	184	149	4
55 Military-only occupations	0	0	0	0	0	0	0	0	0	0
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

Source: ADE, Inc., bas on EMSI 2018 Q4 ZIP Code Employment Data (*Note: "Professional Services" includes Information, Real Estate, Finance and Insurance, Admin-Waste, Utilities, and Public Administration. **Note: "Other Services" incudes Retail, Food and Lodging, Arts-Recreation-Entertainment, Other Services, and Unclassified. ^Note: Armed Forces openings

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Table 6. 2018-One-Year Openings by Broad Occup. Categories and By Groups of Sector: KCCD Region: Openings in Occup. Req. HS Dipl\GED

Occupational Categories	2018 OPEN	AGRIC. AND NATURAL RESOURCES	CONSTRUCTIO N	MANUFACTUR	EDUCATION	HEALTH	PROF. SERVICES*	LOGISTICS	OTHER SERVICES**	ARMED FORCES^
Total	15,439	1,494	1,127	1,146	870	2,437	3,902	675	3,722	66
11 Management Occupations	335	35	22	19	29	39	112	11	65	3
13 Business and Financial Operations Occupations	61	3	2	2	2	3	41	1	6	0
15 Computer and Mathematical Occupations	0	0	0	0	0	0	0	0	0	0
17 Architecture and Engineering Occupations	19	1	1	3	0	0	13	0	1	0
19 Life, Physical, and Social Science Occupations	0	0	0	0	0	0	0	0	0	0
21 Community and Social Science Occupations	254	0	0	0	176	32	35	0	11	0
27 Arts, Design, Entert., Sports, and Media Occupations	70	0	0	1	13	3	30	0	22	1
29 Healthcare Practitioners and Technical Occupations	104	0	0	0	4	79	13	0	7	0
31 Healthcare Support Occupations	290	1	0	0	4	252	23	0	10	1
33 Protective Service Occupations	987	6	1	2	45	32	826	4	62	8
35 Food Preparation and Serving Related Occupations	332	0	0	2	15	12	7	0	295	0
37 Building, Grounds Cleaning, Maintenance Occupations	105	10	1	2	17	11	39	1	24	0
39 Personal Care and Service Occupations	2,190	4	0	0	167	1,250	311	6	450	2
41 Sales and Related Occupations	943	16	10	15	3	5	109	6	778	0
43 Office and Administrative Support Occupations	4,677	337	161	143	334	675	1,605	305	1,108	10
45 Farming, Fishing, and Forestry Occupations	276	268	0	1	0	0	4	0	1	0
47 Construction and Extraction Occupations	1,097	200	724	17	6	3	126	5	11	5
49 Installation, Maintenance, and Repair Occupations	1,146	127	144	67	35	10	260	58	419	27
51 Production Occupations	1,659	281	41	796	3	19	228	34	253	3
53 Transportation and Material Moving Occupations	892	202	18	75	17	12	119	244	200	5
55 Military-only occupations	0	0	0	0	0	0	0	0	0	0
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

Source: ADE, Inc., based on EMSI 2018 Q4 ZIP Code Employment Data (*Note: "Professional Services" includes Information, Real Estate, Finance and Insurance, Admin-Waste, Utilities, and Public Administration. **Note: "Other Services" includes Retail, Food and Lodging, Arts-Recreation-Entertainment, Other Services, and Unclassified. ^Note: Armed Forces openings

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Table 7. 2019-2028 Ten-Year Cumulative Openings by Broad Occupational Categories and By Groups of Sector: KCCD Region

Occupational Categories	2019-2028 10-YEAR CUMULATIVE OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTIO N	MANUFACTURI NG	EDUCATION	HEALTH	PROF. SERVICES*	LOGISTICS	OTHER SERVICES**	ARMED FORCES^
Total	495,443	123,817	19,172	17,964	41,357	56,270	83,994	16,533	133,398	2,937
11 Management Occupations	13,841	1,301	888	741	1,219	1,695	4,707	450	2,726	114
13 Business and Financial Operations Occupations	10,683	494	408	388	385	647	7,092	187	1,019	62
15 Computer and Mathematical Occupations	3,638	79	21	134	324	230	2,567	47	212	24
17 Architecture and Engineering Occupations	5,716	315	230	792	22	17	4,041	77	177	44
19 Life, Physical, and Social Science Occupations	3,819	309	0	298	458	371	2,297	6	64	15
21 Community and Social Science Occupations	36,582	37	2	4	25,288	5,060	4,702	3	1,435	52
27 Arts, Design, Entert., Sports, and Media Occupations	3,520	13	15	56	677	137	1,448	6	1,125	43
29 Healthcare Practitioners and Technical Occupations	13,601	41	14	19	471	10,629	1,501	9	877	41
31 Healthcare Support Occupations	11,062	27	0	0	144	9,769	728	0	368	24
33 Protective Service Occupations	11,865	72	12	23	550	401	9,941	56	711	98
35 Food Preparation and Serving Related Occupations	55,077	6	0	315	2,562	2,066	1,113	50	48,923	43
37 Building, Grounds Cleaning, Maintenance Occupations	13,782	1,207	97	182	2,190	1,427	5,060	130	3,479	10
39 Personal Care and Service Occupations	24,838	44	0	4	1,799	14,831	3,265	63	4,812	20
41 Sales and Related Occupations	46,715	799	464	724	136	266	5,293	339	38,692	2
43 Office and Administrative Support Occupations	50,121	3,515	1,638	1,441	3,723	7,681	17,048	3,325	11,652	97
45 Farming, Fishing, and Forestry Occupations	100,143	98,997	6	219	62	83	475	20	279	2
47 Construction and Extraction Occupations	18,725	3,466	12,377	279	109	56	2,086	77	201	74
49 Installation, Maintenance, and Repair Occupations	15,954	1,737	1,918	873	509	146	3,724	813	5,871	362
51 Production Occupations	18,399	3,165	445	8,637	38	223	2,535	429	2,896	33
53 Transportation and Material Moving Occupations	35,712	8,195	637	2,834	692	533	4,373	10,446	7,878	125
55 Military-only occupations	1,651	0	0	0	0	0	0	0	0	1,651
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

Source: ADE, Inc., based on EMSI 2018 Q4 ZIP Code Employment Data (*Note: "Professional Services" includes Information, Real Estate, Finance and Insurance, Admin-Waste, Utilities, and Public Administration. **Note: "Other Services" includes Retail, Food and Lodging, Arts-Recreation-Entertainment, Other Services, and Unclassified. ^Note: Armed Forces openings includes both civilians working in national security and strictly-military [i.e. non-civilians] personnel. Non-civilian military openings are "55 Military-only occupations".)

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**Table 8. 2019-2028 Ten-Year Cumulative Openings by Broad Occupational Categories and By Groups of Sector: KCCD Region:
Openings in Occupations Requiring Some College and or Post-Secondary Non-Degree Award**

Occupational Categories	2019-2028 10-YEAR CUMULATIVE OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTI ON	MANUFACTU RING	EDUCATION	HEALTH	PROF. SERVICES*	LOGISTICS	OTHER SERVICES**	ARMED FORCES^
Total	34,013	2,277	802	978	5,107	11,271	5,907	2,381	5,001	289
11 Management Occupations	0	0	0	0	0	0	0	0	0	0
13 Business and Financial Operations Occupations	33	2	2	1	1	2	21	1	4	0
15 Computer and Mathematical Occupations	517	12	3	19	45	31	365	6	31	5
17 Architecture and Engineering Occupations	0	0	0	0	0	0	0	0	0	0
19 Life, Physical, and Social Science Occupations	0	0	0	0	0	0	0	0	0	0
21 Community and Social Science Occupations	5,995	6	0	1	4,164	833	747	0	230	14
27 Arts, Design, Entert., Sports, and Media Occupations	172	1	1	3	34	8	70	0	53	3
29 Healthcare Practitioners and Technical Occupations	3,181	10	3	4	110	2,510	327	2	201	15
31 Healthcare Support Occupations	7,621	19	0	0	115	6,761	456	0	250	20
33 Protective Service Occupations	834	5	1	2	36	26	697	4	49	15
35 Food Preparation and Serving Related Occupations	33	0	0	0	2	1	1	0	30	0
37 Building, Grounds Cleaning, Maintenance Occupations	0	0	0	0	0	0	0	0	0	0
39 Personal Care and Service Occupations	634	1	0	0	46	360	89	2	135	1
41 Sales and Related Occupations	0	0	0	0	0	0	0	0	0	0
43 Office and Administrative Support Occupations	3,899	273	128	111	290	600	1,320	260	903	13
45 Farming, Fishing, and Forestry Occupations	0	0	0	0	0	0	0	0	0	0
47 Construction and Extraction Occupations	0	0	0	0	0	0	0	0	0	0
49 Installation, Maintenance, and Repair Occupations	4,423	468	539	232	138	40	997	218	1,628	164
51 Production Occupations	217	29	4	104	0	3	36	5	33	2
53 Transportation and Material Moving Occupations	6,452	1,452	121	501	125	96	782	1,883	1,455	37
55 Military-only occupations	0	0	0	0	0	0	0	0	0	0
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

Source: ADE, Inc., based on EMSI 2018 Q4 ZIP Code Employment Data (*Note: "Professional Services" includes Information, Real Estate, Finance and Insurance, Admin-Waste, Utilities, and Public Administration. **Note: "Other Services" includes Retail, Food and Lodging, Arts-Recreation-Entertainment, Other Services, and Unclassified. ^Note: Armed Forces openings includes both civilians working in national security and strictly-military [i.e. non-civilians] personnel. Non-civilian military openings are "55 Military-only occupations".)

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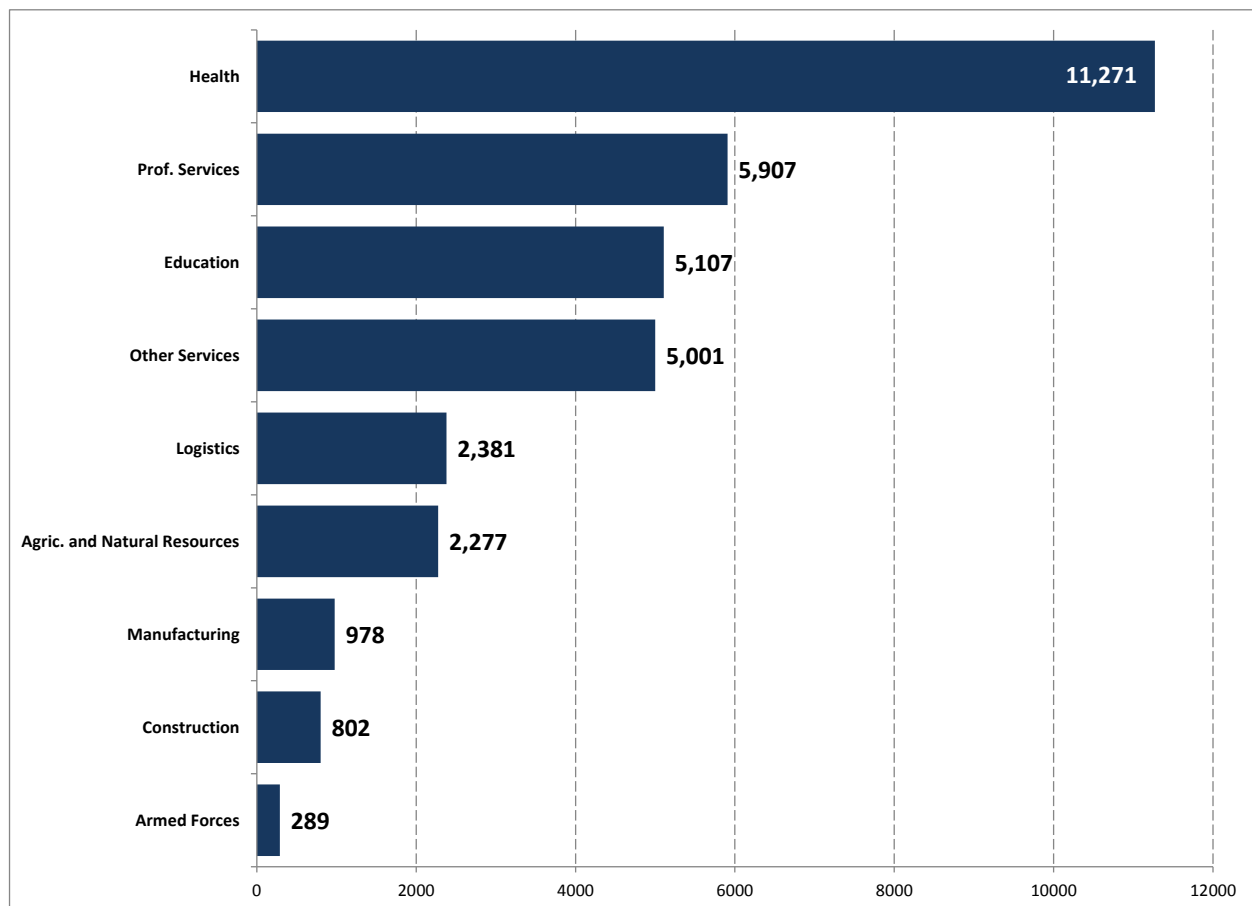
Table 9. 2018 Ten-Year 2019-2028 Openings by Broad Occupational Categories and By Groups of Sector: KCCD Region: Openings in Occupations Requiring Only High School Diploma\GED

Occupational Categories	2019-2028 10-YEAR CUMULATIVE OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTI ON	MANUFACTU RING	EDUCATION	HEALTH	PROF. SERVICES*	LOGISTICS	OTHER SERVICES**	ARMED FORCES^
Total	151,761	14,545	10,728	10,632	8,714	25,834	37,730	6,800	36,176	602
11 Management Occupations	3,245	323	203	177	295	414	1,068	112	632	23
13 Business and Financial Operations Occupations	548	26	19	21	19	32	367	10	51	4
15 Computer and Mathematical Occupations	0	0	0	0	0	0	0	0	0	0
17 Architecture and Engineering Occupations	190	11	9	26	1	1	132	3	7	1
19 Life, Physical, and Social Science Occupations	0	0	0	0	0	0	0	0	0	0
21 Community and Social Science Occupations	2,521	3	0	0	1,729	344	339	0	101	4
27 Arts, Design, Entert., Sports, and Media Occupations	670	2	3	11	132	28	274	1	207	10
29 Healthcare Practitioners and Technical Occupations	1,045	3	1	2	36	804	127	1	68	4
31 Healthcare Support Occupations	2,964	7	0	0	39	2,591	215	0	103	9
33 Protective Service Occupations	9,640	60	10	19	453	330	8,068	46	578	76
35 Food Preparation and Serving Related Occupations	3,321	0	0	19	155	124	68	3	2,948	3
37 Building, Grounds Cleaning, Maintenance Occupations	1,042	101	7	15	172	112	386	10	238	1
39 Personal Care and Service Occupations	22,477	39	0	3	1,628	13,525	2,927	56	4,282	18
41 Sales and Related Occupations	9,201	157	93	140	27	53	1,052	66	7,613	0
43 Office and Administrative Support Occupations	45,811	3,214	1,496	1,317	3,402	7,018	15,584	3,039	10,652	89
45 Farming, Fishing, and Forestry Occupations	2,758	2,693	0	9	3	4	36	1	12	0
47 Construction and Extraction Occupations	10,652	1,988	6,994	156	61	31	1,216	44	114	47
49 Installation, Maintenance, and Repair Occupations	11,254	1,244	1,352	620	361	104	2,608	571	4,147	247
51 Production Occupations	15,814	2,745	383	7,418	32	191	2,163	369	2,485	27
53 Transportation and Material Moving Occupations	8,607	1,930	156	679	168	129	1,100	2,468	1,936	39
55 Military-only occupations	0	0	0	0	0	0	0	0	0	0
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

Source: ADE, Inc., based on EMSI 2018 Q4 ZIP Code Employment Data (*Note: "Professional Services" includes Information, Real Estate, Finance and Insurance, Admin-Waste, Utilities, and Public Administration. **Note: "Other Services" includes Retail, Food and Lodging, Arts-Recreation-Entertainment, Other Services, and Unclassified. ^Note: Armed Forces openings

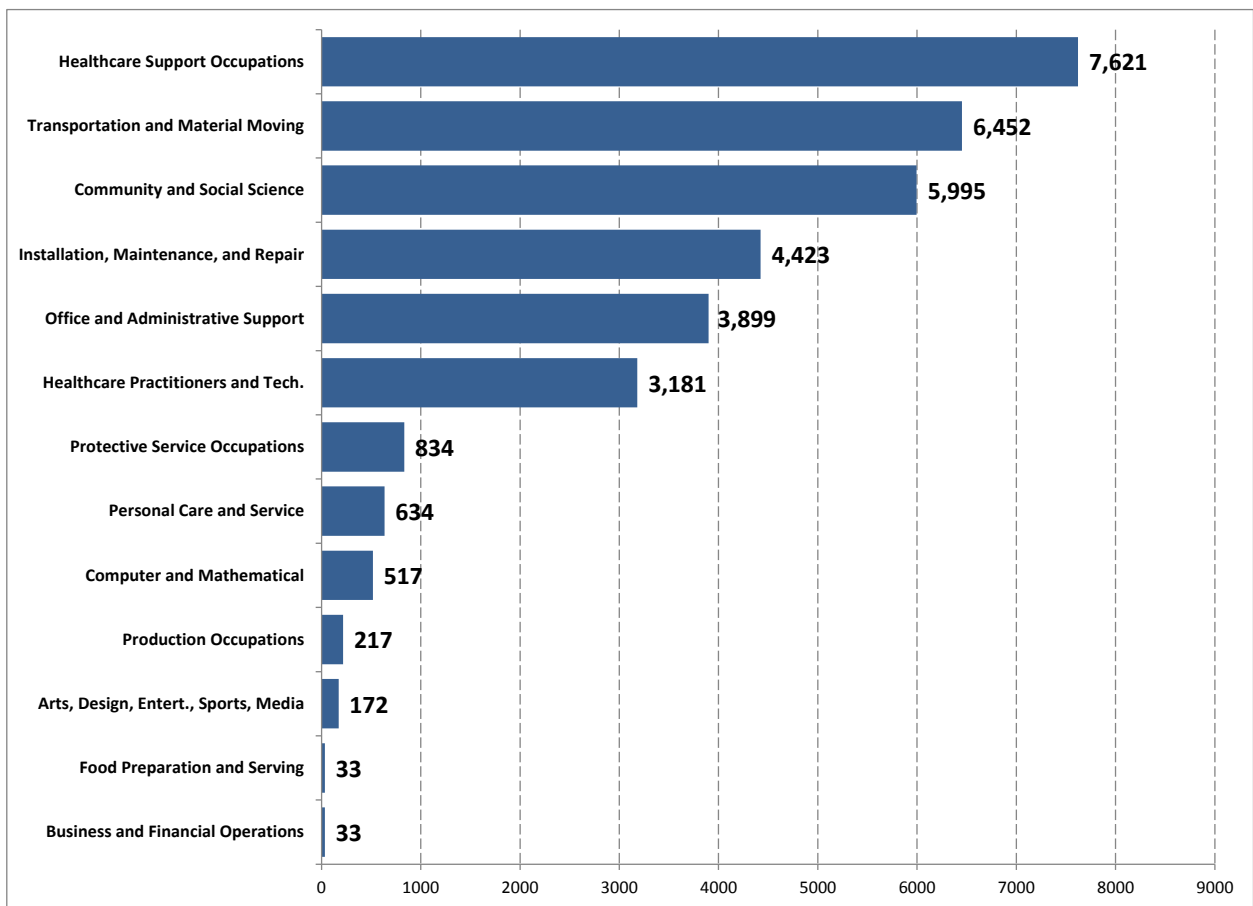
- The 2019-2028 cumulative openings data indicates that Health sector openings requiring Some College or Post-Secondary Non-Degree Awards are expected to increase cumulatively by 11,300 positions over the next ten years, almost double the next largest sector group, Professional Services, at 5,900 cumulative openings (Figure 4). This group of sectors consists of predominantly white-collar sectors such as Information (NAICS 51), Real Estate (NAICS 52), Finance and Insurance (NAICS 53), Professional-Technical (NAICS 54), Management of Companies (NAICS 55), Administrative-Waste Remediation (NAICS 56). This sector group also includes Public Administration (NAICS 92) and Utilities (NAICS 22).
- Education and Other Services are both projected to generated 5,000 cumulative openings requiring Some College\Post-Secondary Non-Degree Awards over the next ten years. (Figure 4). Other Services includes Retail (NAICS 44-45), Lodgings (NAICS 721), Food-Beverage (NAICS 722), and Other Services (NAICS 81). In the recent past, Logistics (Transportation [NAICS 48], Warehousing [NAICS 49], and Wholesale [NAICS 42]) has garnered much attention given the region's strategic position relative to the Los Angeles and Bay Area markets. Over the next ten years, Logistics is projected to generate 2,400 cumulative openings.

Figure 4. Ten-Year 2019-2028 Cumulative Openings: Only Openings Requiring Some College and\or Post-Secondary Non-Degree by Broad Economic Sectors: KCCD Region



- Figure 5 below presents cumulative openings over the 2019-2028 period, organized by broad occupational categories. Of the 34,000 cumulative openings over the next ten years requiring Some College or a Post-Secondary Non-Degree Award, the bulk is in health-related occupations, with 7,600 in Healthcare Support and another 3,200 in Healthcare Practitioners. EMSI project almost 6,000 cumulative Community and Social Science openings, which will occur largely in the Education sector. While the blue-collar category of Installation, Maintenance and Repair will generate 4,400 cumulative openings over the next ten-years, Production occupations are projected to generate only 200 cumulative openings.

Figure 5. Ten-Year 2019-2028 Cumulative Openings: Only Openings Requiring Some College and/or Post-Secondary Non-Degree by Broad Occupational Categories: KCCD Region



Regional Labor Force Trends

- There are 379,600 persons 16 and above who are employed and in the civilian labor force, based on an average for the 2012-2016 period (Table 10). In the previous 2015 report for the KCCD consortium, which covered the 2008-2012 period, there were 377,100 such persons. Of

the 379,100 persons, 335,400 are employed civilians who are between the ages of 18 and 65, and who work for wages.

Table 10. Comparison of 2014 KCCD Report Top-Level Findings to 2018 KCCD Top-Level Findings: Employed Civilian Labor Force

REGION	TOTAL NUMBER OF EMPLOYED CIVILIAN LABOR FORCE (16+) (2008-2012) (2014 KCCD REPT.)	TOTAL NUMBER OF EMPLOYED CIVILIAN LABOR FORCE (16+) (2012-2016)	<i>TOTAL NUMBER OF EMPLOYED CIVILIAN LABOR FORCE (18-65): WAGE WORKERS ONLY</i>
Total	377,071	379,587	335,438
Eastern Sierras	51,024	51,051	43,083
Greater Bakersfield	252,586	258,068	228,700
Northern Kern	29,558	31,452	28,872
Porterville	43,903	39,016	34,783

- Of the 335,300 wage-working civilians between 18 and 65, 231,900 (69 percent) are fully-utilized workers in the sense that they work at least 38 hours a week and work 50 out of 52 weeks a year (Table 11).
- In the region, of the 231,900 fully-utilized workers, 45,100 (19 percent) have earned at last a Bachelor's degree, and another 18,000 (eight percent) have an AA degree (Table 11). Twenty-eight percent of the 231,900 fully-utilized workers have no more than a High School Diploma\GED.
- The remaining 103,500 persons (31 percent) working for wages are not fully-utilized in the sense that they either work part-time per week or they work less than 50 weeks in a year (Table 11).
- In addition to the 335,300 wage-working civilians, there is another 49,100 persons who are unemployed (Table 11). This amount includes unemployed persons who are primarily self-employed and unemployed persons who are labeled as long-term unemployed persons (i.e. persons with no work experience in the last five years), as well as unemployed persons who primarily work for wages.
- Of the 49,100 unemployed persons, 16,300 (33 percent) have earned no more than a High School Diploma\GED, while six percent (or 2,700) have earned at least a Bachelor's degree.

Table 11. Employed Labor Force, Unemployed Labor Force, and Select Persons Not in the Labor Force by Educational Attainment Levels: KCCD Region and Sub-Regions

WORKER/ EDUCATION CATEGORY	KCCD	EASTERN SIERRAS	GREATER BAKERSFIELD	NORTHERN KERN	PORTERVILLE
Employed Persons (18-65) Who Work For Wages: Fully-Utilized*	231,908	30,625	162,083	17,479	21,720
Did not finish high school	43,576	2,851	29,969	5,316	5,440
High School Dipl. Or GED	65,889	8,585	45,804	5,427	6,073
Some College (Not In School)	53,574	8,220	37,231	2,969	5,154
Some College (Still Attending)	5,770	835	4,240	314	381
AA	18,031	3,763	11,410	1,141	1,717
BA or higher	45,067	6,370	33,430	2,311	2,955
Employed Persons (18-65) Who Work For Wages: Under-Utilized	103,531	12,458	66,617	11,393	13,063
Did not finish high school	23,782	1,448	12,058	5,154	5,122
High School Dipl. Or GED	28,412	3,298	18,148	3,290	3,677
Some College (Not In School)	17,669	2,964	11,880	1,102	1,724
Some College (Still Attending)	12,221	1,553	8,897	689	1,082
AA	7,786	1,350	5,348	404	684
BA or higher	13,660	1,846	10,286	754	774
Unemployed (18-65) Persons**	49,143	6,279	31,926	5,502	5,436
Did not finish high school	14,589	1,280	9,016	2,169	2,125
High School Dipl. Or GED	16,284	2,168	10,690	1,697	1,728
Some College (Not In School)	9,409	1,454	6,450	709	796
Some College (Still Attending)	3,695	588	2,393	370	344
AA	2,431	339	1,520	382	189
BA or higher	2,736	450	1,857	176	253
Persons Not in the Labor Force (18-65)***	65,214	10,081	40,233	9,364	5,535
Did not finish high school	16,531	2,078	9,607	3,032	1,814
High School Dipl. Or GED	18,741	2,643	11,732	2,922	1,444
Some College (Not In School)	14,252	2,931	8,667	1,795	860
Some College (Still Attending)	4,258	447	2,962	392	455
AA	4,572	815	2,845	513	399
BA or higher	6,859	1,165	4,420	711	563

Source: ADE, Inc., based on US Census ACS PUMS 1-Year Samples 2012 through 2016 via IPUMS, US Census ACS 5-Year 2012-2016 Census Tract and Block Group Data, and ESRI GIS ArcView 10. (*Note: "Fully-utilized" employed persons are those who work full-time (38+ hours per week) and who work at least 50 weeks per year. Self-employed persons are not included. \ ** Note: Unemployed persons include unemployed with previous wage-work experience, the long-term unemployed, and unemployed with previous self-employment experience. \ *** Note: Not in the Labor Force consists only of persons with either previous wage-work experience or previous self-employment experience).

- There are almost 104,800 persons who are either underemployed, unemployed, or not in the labor force but with previous work experience. These 104,800 persons also have at most either a High School Diploma\GED (63,400) or Some College (41,300) (Table 12).
- The underutilized labor force at 46,100 persons represent the bulk of the 104,800 persons who are either underemployed, employed, or select persons not in the labor force (Table 12).
- Slightly over 28,400 underutilized persons in the labor force have a High School Diploma, with another 17,700 underutilized persons with Some College (Table 12).
- Almost 8,400 underutilized persons in the labor force have at most a High School Diploma\GED and work in Services occupations, with Natural Resources, Construction and Maintenance (7,100) as the next largest occupational group with under-utilized persons with a High School Diploma\GED (Table 12).
- Most of the 17,700 underutilized labor force with Some College educational background are in Sales and Office occupations (5,500), followed by Services occupations (3,900).

Table 12. Under-utilized Employed Labor Force, Unemployed Labor Force, and Select Persons Not in the Labor Force by Select Educational Attainment Levels, and By Sector Groups and Broad Occupational Categories: KCCD Region

	TOTAL			UNDER-UTILIZED LABOR FORCE*			UNEMPLOYED LABOR FORCE			NOT IN LABOR FORCE**		
SECTOR GROUPS AND BROAD OCCUPATIONAL CATEGORIES	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB-TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB-TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB-TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE
Total	104,768	63,437	41,331	46,082	28,412	17,669	25,693	16,284	9,409	32,993	18,741	14,252
- Mgt., bus., sci., arts	11,993	4,835	7,159	6,219	2,482	3,737	1,646	805	841	4,128	1,547	2,581
- Services	25,473	16,193	9,280	12,307	8,394	3,912	4,404	2,739	1,665	8,763	5,060	3,703
- Sales and office	28,166	15,398	12,768	12,118	6,631	5,487	6,402	3,263	3,139	9,647	5,505	4,142
- Nat. res., const., maint.	19,277	13,547	5,731	9,514	7,058	2,456	4,545	3,002	1,544	5,218	3,487	1,731
- Prod., transp., materials	14,422	9,309	5,113	5,925	3,848	2,077	3,260	2,319	941	5,238	3,142	2,096
-Long-Term Unemployed	5,436	4,156	1,280	0	0	0	5,436	4,156	1,280	0	0	0
Agriculture and Natural Resources	12,894	9,563	3,331	7,348	5,433	1,915	2,905	1,961	944	2,641	2,169	472
- Mgt., bus., sci., arts	693	414	279	229	64	165	184	152	31	280	197	83
- Services	327	135	191	200	83	117	63	0	63	64	52	12
- Sales and office	692	392	300	167	86	81	248	67	182	276	239	37
- Nat. res., const., maint.	9,906	7,747	2,159	6,007	4,732	1,274	2,091	1,500	592	1,808	1,514	294
- Prod., transp., materials	1,277	876	401	745	467	278	318	242	76	213	167	46
Construction	6,806	4,216	2,590	2,318	1,515	802	1,874	1,101	773	2,615	1,600	1,015
- Mgt., bus., sci., arts	272	123	149	64	34	30	134	45	90	74	45	30
- Services	122	75	47	48	0	47	65	65	0	10	10	0
- Sales and office	481	115	365	200	58	142	90	9	81	190	48	142
- Nat. res., const., maint.	5,360	3,532	1,828	1,835	1,304	531	1,338	856	483	2,187	1,372	815
- Prod., transp., materials	571	371	200	171	119	52	246	127	119	154	125	29
Manufacturing	4,465	2,638	1,827	1,662	960	702	852	591	261	1,950	1,087	863

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	TOTAL			UNDER-UTILIZED LABOR FORCE*			UNEMPLOYED LABOR FORCE			NOT IN LABOR FORCE**		
SECTOR GROUPS AND BROAD OCCUPATIONAL CATEGORIES	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE
- Mgt., bus., sci., arts	324	93	231	165	52	112	60	1	59	99	40	59
- Services	108	91	17	41	27	14	1	0	1	66	64	2
- Sales and office	661	271	390	130	14	116	187	88	99	344	169	175
- Nat. res., const., maint.	456	270	186	254	142	112	104	103	1	98	25	73
- Prod., transp., materials	2,916	1,913	1,003	1,072	724	348	501	400	101	1,343	789	554
Utilities	594	163	431	292	94	199	82	44	37	220	25	195
- Mgt., bus., sci., arts	108	43	65	45	12	33	58	30	28	5	0	5
- Services	10	10	0	1	1	0	0	0	0	9	9	0
- Sales and office	137	14	123	24	13	11	10	0	10	104	1	103
- Nat. res., const., maint.	57	17	40	35	13	22	0	0	0	22	4	17
- Prod., transp., materials	283	80	203	188	55	133	14	14	0	81	11	70
Education	7,308	3,974	3,334	4,747	2,722	2,025	773	400	373	1,788	852	937
- Mgt., bus., sci., arts	3,074	1,413	1,661	1,919	832	1,087	343	200	143	812	381	431
- Services	2,853	2,057	796	1,968	1,506	462	287	167	120	598	384	213
- Sales and office	1,098	375	723	686	294	392	143	33	110	269	48	222
- Nat. res., const., maint.	40	6	34	12	6	6	0	0	0	28	0	28
- Prod., transp., materials	243	123	120	163	84	78	0	0	0	81	39	42
Health	8,211	4,052	4,159	3,733	1,934	1,799	1,265	554	711	3,214	1,565	1,649
- Mgt., bus., sci., arts	1,747	693	1,053	1,165	525	640	168	49	119	414	119	295
- Services	4,869	2,513	2,356	1,681	943	738	827	376	450	2,361	1,194	1,167
- Sales and office	1,411	753	658	764	410	354	253	111	142	394	232	162

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SECTOR GROUPS AND BROAD OCCUPATIONAL CATEGORIES	TOTAL			UNDER-UTILIZED LABOR FORCE*			UNEMPLOYED LABOR FORCE			NOT IN LABOR FORCE**		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE
- Nat. res., const., maint.	38	7	31	13	7	6	0	0	0	25	0	25
- Prod., transp., materials	147	85	62	109	48	62	17	17	0	20	20	0
Professional Services	17,171	8,524	8,647	6,941	3,479	3,462	3,491	1,868	1,623	6,739	3,177	3,562
- Mgt., bus., sci., arts	3,251	1,071	2,180	1,707	537	1,170	293	118	175	1,251	416	835
- Services	5,493	3,457	2,036	2,157	1,434	723	1,310	925	386	2,025	1,098	927
- Sales and office	6,118	2,941	3,177	2,410	1,102	1,309	1,304	576	728	2,404	1,263	1,141
- Nat. res., const., maint.	848	297	551	198	79	119	236	96	140	414	121	292
- Prod., transp., materials	1,461	759	702	468	327	141	348	153	195	645	279	366
Logistics	6,391	4,387	2,004	2,771	1,833	938	1,208	870	337	2,412	1,683	728
- Mgt., bus., sci., arts	261	111	150	104	63	41	15	0	15	143	48	94
- Services	97	83	15	25	12	13	0	0	0	72	70	2
- Sales and office	1,382	862	520	690	473	217	222	101	121	470	288	181
- Nat. res., const., maint.	658	548	109	352	286	66	198	162	37	107	101	6
- Prod., transp., materials	3,993	2,783	1,210	1,600	1,000	601	773	608	165	1,620	1,175	445
Other services	34,836	21,459	13,376	16,270	10,443	5,827	7,679	4,651	3,028	10,887	6,365	4,521
- Mgt., bus., sci., arts	2,028	873	1,155	822	363	459	381	208	173	824	301	523
- Services	11,578	7,771	3,806	6,184	4,386	1,798	1,851	1,206	645	3,543	2,179	1,363
- Sales and office	16,044	9,558	6,486	7,047	4,181	2,866	3,885	2,224	1,661	5,113	3,154	1,959
- Nat. res., const., maint.	1,769	995	775	809	489	320	571	281	290	390	225	165
- Prod., transp., materials	3,417	2,262	1,154	1,408	1,025	383	991	732	259	1,018	506	512
Armed Forces	655	305	351	0	0	0	128	87	41	528	218	309

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	TOTAL			UNDER-UTILIZED LABOR FORCE*			UNEMPLOYED LABOR FORCE			NOT IN LABOR FORCE**		
		HIGH SCHOOL DIPL. OR GED	SOME COLLEGE		HIGH SCHOOL DIPL. OR GED	SOME COLLEGE		HIGH SCHOOL DIPL. OR GED	SOME COLLEGE		HIGH SCHOOL DIPL. OR GED	SOME COLLEGE
SECTOR GROUPS AND BROAD OCCUPATIONAL CATEGORIES	TOTAL			SUB- TOTAL			SUB- TOTAL			SUB- TOTAL		
- Mgt., bus., sci., arts	237	3	234	0	0	0	11	3	9	225	0	225
- Services	16	0	16	0	0	0	0	0	0	16	0	16
- Sales and office	143	118	25	0	0	0	59	54	5	83	63	20
- Nat. res., const., maint.	146	128	18	0	0	0	7	5	2	140	123	16
- Prod., transp., materials	114	56	58	0	0	0	50	25	25	64	31	33
Long-Term Unemployed	5,436	4,156	1,280	0	0	0	5,436	4,156	1,280	0	0	0

Source: ADE, Inc., based on US Census ACS PUMS 1-Year Samples 2012 through 2016 via IPUMS. (*Note: "Professional Services" consists of Information, Finance, Insurance, Real Estate, Professional and Technical Services, Administrative Services, Management of Companies, Utilities, and Public Sector. \\ **Note: "Other Services" consists of Wholesale, Retail, Logistics, Other, and Unclassified). *Note: underutilized labor force consists of employed persons who do not work more than 38 a week and more than 50 weeks a year. **Note: Not in the labor force consists only of those persons (18 to 65 years old) who are not in the labor force but exhibit recent previous wage work experience and or previous self-employment experience.

Comparisons of Regional labor force to regional job openings

- There is an estimated 25,700 persons in the KCCD region who are unemployed and who have either a High School Diploma\GED (16,300) or have Some College (but no degree) (9,400 persons) (Table 13).
- Of these 25,700 unemployed persons, 6,400 are experienced in "Sales and office occupations." By way of comparison, there are on average 6,000 openings a year in "Sales and office occupations" requiring either a High School Diploma\GED or Some College (Table 13). In an effort to allow readers to easily compare labor force trends and occupation projections, we have colored the former in yellow and the latter in blue.
- Currently, there are a total of 46,100 persons employed part time who either have a High School Diploma\GED (28,400) or Some College (17,700), versus 18,900 openings in occupations requiring either a High School Diploma or Some College (Table 14).
- The combined number of persons in the labor force who might be interested in training for more advanced and permanent positions (underutilized [46,100] and unemployed [25,700] with either a High School Diploma or Some College) exceeds the total amount of openings (18,900). However, the cumulative number of openings will exceed the number of underutilized and unemployed persons by the middle of the second year into the ten-year 2019-2028 period.
- There are more openings in general in the Health sector (3,550) than there are unemployed persons (1,265) with previous Health sector work-experience (Table 13). Accounting for the 3,733 part-time Health sector workers (Table 14), the total number (4,997) of unemployed and part-time Health sector labor force exceeds the number of openings in a given year. However, the cumulative number of openings will exceed the number of underutilized and unemployed persons by the middle of the second year into the ten-year 2019-2028 period.
- Other sectors exhibiting more openings than unemployed persons include Manufacturing, Education and Professional Services. In Manufacturing, there are typically 1,251 openings a year, versus 852 persons who are unemployed with manufacturing backgrounds. Most of the Manufacturing openings are in occupations requiring a High School diploma (Table 13).
- There are almost 1,400 openings a year in Education, versus 800 unemployed persons with backgrounds in Education (Table 13). The number of openings (527) in the Education sector requiring Some College exceeds the number of unemployed persons (373) with Some College and Education-sector experience, as is the case for openings (870) requiring a High School Diploma, which exceeds unemployed persons (400) with Education backgrounds.

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Table 13. Comparison of Unemployed Labor Force and 2018 and 2019-2028 Ten-Year Cumulative Job Openings: KCCD Region

OCCUPATIONAL GROUPS BY SECTOR GROUPS	UNEMPLOYED LABOR FORCE			YEAR 2018 OPENINGS			2019-2028 10-YEAR CUMULATIVE OPENINGS		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)
Total	25,693	16,284	9,409	18,869	15,439	3,431	185,774	151,761	34,013
- Mgt., bus., sci., arts	1,646	805	841	1,414	740	674	14,039	7,174	6,865
- Services	4,404	2,739	1,665	5,251	4,009	1,242	52,647	40,490	12,158
- Sales and office	6,402	3,263	3,139	6,020	5,620	400	58,911	55,013	3,899
- Nat. res., const., maint.	4,545	3,002	1,544	1,373	1,373	0	13,532	13,410	122
- Prod., transp., materials	3,260	2,319	941	4,812	3,697	1,115	46,645	35,675	10,970
- Long-Term Unemploy.	5,436	4,156	1,280	0	0	0	0	0	0
Agriculture - Nat. Res.	2,905	1,961	944	1,730	1,494	236	16,822	14,545	2,277
- Mgt., bus., sci., arts	184	152	31	42	40	3	385	364	21
- Services	63	0	63	26	22	4	245	211	34
- Sales and office	248	67	182	383	354	29	3,643	3,370	273
- Nat. res., const., maint.	2,091	1,500	592	469	469	0	4,714	4,681	33
- Prod., transp., materials	318	242	76	810	610	201	7,834	5,918	1,916
Construction	1,874	1,101	773	1,213	1,127	87	11,529	10,728	802
- Mgt., bus., sci., arts	134	45	90	26	25	1	239	233	6
- Services	65	65	0	3	2	1	23	19	4
- Sales and office	90	9	81	185	171	14	1,717	1,589	128
- Nat. res., const., maint.	1,338	856	483	724	724	0	7,002	6,994	8
- Prod., transp., materials	246	127	119	275	204	72	2,548	1,892	656
Manufacturing	852	591	261	1,251	1,146	105	11,610	10,632	978
- Mgt., bus., sci., arts	60	1	59	28	25	2	258	235	23
- Services	1	0	1	7	6	1	64	58	6
- Sales and office	187	88	99	170	158	12	1,569	1,457	111
- Nat. res., const., maint.	104	103	1	18	18	0	180	165	14
- Prod., transp., materials	501	400	101	1,028	938	90	9,540	8,717	823
Education	773	400	373	1,397	870	527	13,820	8,714	5,107
- Mgt., bus., sci., arts	343	200	143	648	220	427	6,428	2,175	4,253
- Services	287	167	120	299	252	47	2,784	2,483	301
- Sales and office	143	33	110	365	337	29	3,719	3,429	290
- Nat. res., const., maint.	0	0	0	6	6	0	69	64	5
- Prod., transp., materials	0	0	0	79	55	24	820	561	258
Health	1,265	554	711	3,550	2,437	1,113	37,106	25,834	11,271
- Mgt., bus., sci., arts	168	49	119	157	77	80	1,801	819	983
- Services	827	376	450	2,597	1,635	962	27,036	17,486	9,550
- Sales and office	253	111	142	738	680	58	7,671	7,071	600
- Nat. res., const., maint.	0	0	0	3	3	0	36	35	1
- Prod., transp., materials	17	17	0	55	41	13	562	424	138
Professional Services	3,573	1,912	1,661	4,495	3,902	594	43,637	37,730	5,907
- Mgt., bus., sci., arts	351	148	203	356	231	125	3,397	2,180	1,217

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OCCUPATIONAL GROUPS BY SECTOR GROUPS	UNEMPLOYED LABOR FORCE			YEAR 2018 OPENINGS			2019-2028 10-YEAR CUMULATIVE OPENINGS		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)
- Services	1,310	925	386	1,373	1,219	154	13,346	11,790	1,555
- Sales and office	1,314	576	737	1,851	1,714	137	17,956	16,636	1,320
- Nat. res., const., maint.	236	96	140	131	131	0	1,274	1,252	22
- Prod., transp., materials	362	167	195	785	607	179	7,664	5,871	1,793
Logistics	1,208	870	337	908	675	233	9,181	6,800	2,381
- Mgt., bus., sci., arts	15	0	15	13	12	1	133	126	8
- Services	0	0	0	12	11	1	124	116	8
- Sales and office	222	101	121	337	311	26	3,365	3,105	260
- Nat. res., const., maint.	198	162	37	5	5	0	44	44	0
- Prod., transp., materials	773	608	165	541	336	205	5,514	3,409	2,106
Other Services	7,679	4,651	3,028	4,233	3,722	510	41,178	36,176	5,001
- Mgt., bus., sci., arts	381	208	173	137	104	33	1,331	998	333
- Services	1,851	1,206	645	918	848	69	8,866	8,217	649
- Sales and office	3,885	2,224	1,661	1,980	1,885	94	19,168	18,266	903
- Nat. res., const., maint.	571	281	290	13	13	0	166	126	39
- Prod., transp., materials	991	732	259	1,186	872	314	11,647	8,569	3,077
Armed Forces	128	87	41	92	66	26	891	602	289
- Mgt., bus., sci., arts	11	3	9	7	5	3	65	42	22
- Services	0	0	0	16	12	4	160	110	50
- Sales and office	59	54	5	11	10	1	103	90	13
- Nat. res., const., maint.	7	5	2	5	5	0	47	47	0
- Prod., transp., materials	50	25	25	53	34	18	517	314	203
Long-Term Unemploy.	5,436	4,156	1,280	0	0	0	0	0	0

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Table 14. Comparison of Underutilized Labor Force and 2018 and 2019-2028 Ten-Year Cumulative Job Openings: KCCD Region

OCCUPATIONAL GROUPS BY SECTOR GROUPS	UNDERUTILIZED LABOR FORCE			YEAR 2018 OPENINGS			2019-2028 10-YEAR CUMULATIVE OPENINGS		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST- SEC. NON- DEGREE)	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST- SEC. NON- DEGREE)
Total	46,082	28,412	17,669	18,869	15,439	3,431	185,774	151,761	34,013
- Mgt., bus., sci., arts	6,219	2,482	3,737	1,414	740	674	14,039	7,174	6,865
- Services	12,307	8,394	3,912	5,251	4,009	1,242	52,647	40,490	12,158
- Sales and office	12,118	6,631	5,487	6,020	5,620	400	58,911	55,013	3,899
- Nat. res., const., maint.	9,514	7,058	2,456	1,373	1,373	0	13,532	13,410	122
- Prod., transp., materials	5,925	3,848	2,077	4,812	3,697	1,115	46,645	35,675	10,970
- Long-Term Unemploy.	0	0	0	0	0	0	0	0	0
Agriculture - Nat. Res.	7,348	5,433	1,915	1,730	1,494	236	16,822	14,545	2,277
- Mgt., bus., sci., arts	229	64	165	42	40	3	385	364	21
- Services	200	83	117	26	22	4	245	211	34
- Sales and office	167	86	81	383	354	29	3,643	3,370	273
- Nat. res., const., maint.	6,007	4,732	1,274	469	469	0	4,714	4,681	33
- Prod., transp., materials	745	467	278	810	610	201	7,834	5,918	1,916
Construction	2,318	1,515	802	1,213	1,127	87	11,529	10,728	802
- Mgt., bus., sci., arts	64	34	30	26	25	1	239	233	6
- Services	48	0	47	3	2	1	23	19	4
- Sales and office	200	58	142	185	171	14	1,717	1,589	128
- Nat. res., const., maint.	1,835	1,304	531	724	724	0	7,002	6,994	8
- Prod., transp., materials	171	119	52	275	204	72	2,548	1,892	656
Manufacturing	1,662	960	702	1,251	1,146	105	11,610	10,632	978
- Mgt., bus., sci., arts	165	52	112	28	25	2	258	235	23
- Services	41	27	14	7	6	1	64	58	6
- Sales and office	130	14	116	170	158	12	1,569	1,457	111
- Nat. res., const., maint.	254	142	112	18	18	0	180	165	14
- Prod., transp., materials	1,072	724	348	1,028	938	90	9,540	8,717	823
Education	4,747	2,722	2,025	1,397	870	527	13,820	8,714	5,107
- Mgt., bus., sci., arts	1,919	832	1,087	648	220	427	6,428	2,175	4,253
- Services	1,968	1,506	462	299	252	47	2,784	2,483	301
- Sales and office	686	294	392	365	337	29	3,719	3,429	290
- Nat. res., const., maint.	12	6	6	6	6	0	69	64	5
- Prod., transp., materials	163	84	78	79	55	24	820	561	258
Health	3,733	1,934	1,799	3,550	2,437	1,113	37,106	25,834	11,271
- Mgt., bus., sci., arts	1,165	525	640	157	77	80	1,801	819	983
- Services	1,681	943	738	2,597	1,635	962	27,036	17,486	9,550
- Sales and office	764	410	354	738	680	58	7,671	7,071	600
- Nat. res., const., maint.	13	7	6	3	3	0	36	35	1
- Prod., transp., materials	109	48	62	55	41	13	562	424	138

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OCCUPATIONAL GROUPS BY SECTOR GROUPS	UNDERUTILIZED LABOR FORCE			YEAR 2018 OPENINGS			2019-2028 10-YEAR CUMULATIVE OPENINGS		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST- SEC. NON- DEGREE)	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST- SEC. NON- DEGREE)
Professional Services	7,233	3,573	3,660	4,495	3,902	594	43,637	37,730	5,907
- Mgt., bus., sci., arts	1,752	549	1,203	356	231	125	3,397	2,180	1,217
- Services	2,158	1,435	723	1,373	1,219	154	13,346	11,790	1,555
- Sales and office	2,434	1,115	1,319	1,851	1,714	137	17,956	16,636	1,320
- Nat. res., const., maint.	233	92	141	131	131	0	1,274	1,252	22
- Prod., transp., materials	656	382	274	785	607	179	7,664	5,871	1,793
Logistics	2,771	1,833	938	908	675	233	9,181	6,800	2,381
- Mgt., bus., sci., arts	104	63	41	13	12	1	133	126	8
- Services	25	12	13	12	11	1	124	116	8
- Sales and office	690	473	217	337	311	26	3,365	3,105	260
- Nat. res., const., maint.	352	286	66	5	5	0	44	44	0
- Prod., transp., materials	1,600	1,000	601	541	336	205	5,514	3,409	2,106
Other Services	16,270	10,443	5,827	4,233	3,722	510	41,178	36,176	5,001
- Mgt., bus., sci., arts	822	363	459	137	104	33	1,331	998	333
- Services	6,184	4,386	1,798	918	848	69	8,866	8,217	649
- Sales and office	7,047	4,181	2,866	1,980	1,885	94	19,168	18,266	903
- Nat. res., const., maint.	809	489	320	13	13	0	166	126	39
- Prod., transp., materials	1,408	1,025	383	1,186	872	314	11,647	8,569	3,077
Armed Forces	0	0	0	92	66	26	891	602	289
- Mgt., bus., sci., arts	0	0	0	7	5	3	65	42	22
- Services	0	0	0	16	12	4	160	110	50
- Sales and office	0	0	0	11	10	1	103	90	13
- Nat. res., const., maint.	0	0	0	5	5	0	47	47	0
- Prod., transp., materials	0	0	0	53	34	18	517	314	203
Long-Term Unemploy.	0	0	0	0	0	0	0	0	0

Special Population Labor Force Trends

DISCONNECTED YOUTHS (16-24)

- There are an estimated 29,800 youths between 16 and 24 who meet the definition of "disconnected youths" (Table 15). These youths are either not in school and unemployed, or not in school and not in the labor force.
- Slightly less than half (13,800 out of 29,800) of the disconnected youths have previous work experience (Table 15). A plurality of these disconnected youth has a High School Diploma\GED, or 6,500 out of 13,800 disconnected youths with previous work experience. Another 3,300 of these disconnected youths have Some College educational backgrounds, although these young people are not now attending school.

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- In addition to the 29,800 total disconnected youths, there are another 14,300 youths between 16 and 24 who are attending college (Table 15). These youths are not disconnected.

Table 15. Total Number of Disconnected Youths 16-24 Who Are Unemployed and/or Not in the Labor Force: By Highest Educational Attainment Levels: KCCD Region

WORKER/ EDUCATION CATEGORY	KCCD	EASTERN SIERRAS	GREATER BAKERSFIELD	NORTHERN KERN	PORTERVILLE
Disconnected Youth (16-24)*	29,786	3,582	18,723	4,052	3,430
Did not finish high school	7,757	800	4,589	1,477	891
High School Dipl. Or GED	15,885	2,122	10,241	1,958	1,564
Some College (Not In School)	5,136	569	3,235	540	793
Some College (Still Attending)	14,303	1,378	9,324	1,745	1,856
AA	566	5	458	45	57
BA or higher	443	87	200	32	125
With Past Work Experience*	13,829	1,863	8,775	1,939	1,252
Did not finish high school	3,389	413	1,986	676	314
High School Dipl. Or GED	6,535	949	4,125	859	602
Some College (Not In School)	3,349	438	2,305	330	275
Some College (Still Attending)	4,306	544	2,943	355	464
AA	285	3	217	42	23
BA or higher	271	59	143	32	37
No Work Experience*	15,957	1,719	9,947	2,112	2,178
Did not finish high school	4,368	386	2,604	801	577
High School Dipl. Or GED	9,350	1,172	6,116	1,099	962
Some College (Not In School)	1,788	131	930	209	518
Some College (Still Attending)	9,997	834	6,381	1,390	1,392
AA	280	3	241	2	34
BA or higher	171	27	57	0	87

Source: ADE, Inc., based on US Census ACS PUMS 1-Year Samples 2012 through 2016 via IPUMS. *Note: totals and sub-totals excludes persons who are "Some College - Attending", which is included within the table for reference purposes. ^Note: "disconnected youths" refers to youths between 16 and 24 who are either not in school and unemployed, or not in school and not in the labor force.

- Slightly over 9,500 of the 29,800 disconnected youths are in the labor force, albeit unemployed (Table 16). Almost 6,600 of these youths are in the Greater Bakersfield sub-region. And, 5,300 of the youths have a High School Diploma, with another 2,100 having previously attended college.

Table 16. Total Number of Disconnected Youths 16-24 Who Are Unemployed: By Highest Educational Attainment Levels: KCCD Region

WORKER/ EDUCATION CATEGORY	KCCD	EASTERN SIERRAS	GREATER BAKERSFIELD	NORTHERN KERN	PORTERVILLE
Disconnected Youth (16-24)*	9,521	1,101	6,629	928	864
Did not finish high school	1,728	170	1,245	148	164
High School Dipl. Or GED	5,286	752	3,492	583	459
Some College (Not In School)	2,099	134	1,604	154	208
Some College (Still Attending)	2,369	486	1,429	183	270
AA	258	0	211	26	22
BA or higher	150	45	77	17	12
With Past Work Experience*	6,998	822	4,766	710	700
Did not finish high school	1,420	137	1,020	139	124
High School Dipl. Or GED	3,422	532	2,140	383	368
Some College (Not In School)	1,823	109	1,394	146	175
Some College (Still Attending)	1,652	364	980	111	197
AA	183	0	136	26	22
BA or higher	150	44	77	17	12
No Work Experience*	2,523	279	1,862	218	164
Did not finish high school	308	33	225	9	40
High School Dipl. Or GED	1,864	220	1,352	200	91
Some College (Not In School)	276	25	210	8	33
Some College (Still Attending)	717	122	450	72	74
AA	74	0	74	0	0
BA or higher	1	1	0	0	0

Source: ADE, Inc., based on US Census ACS PUMS 1-Year Samples 2012 through 2016 via IPUMS.

- There are almost 7,400 unemployed disconnected youths who might be interested in training for more advanced and permanent positions (Table 17). These youths have a High School diploma and/or Some College educational backgrounds.
- The bulk of these 7,400 unemployed youths previously worked in the "Other Services" broad sector, which includes Retail (NAICS 44-45), Wholesale (NAICS 42), Other (NAICS 81) and Unclassified (NAICS 99) (Table 17). Almost 900 previously worked in "Professional Services" sectors and industries, which includes Information (NAICS 51), Real Estate (NAICS 52), Finance and Insurance (NAICS 53), Professional, technical (NAICS 54), Administrative Support and Waste Remediation (NAICS 56), Utilities (NAICS 22). And Public Administration (NAICS 92).

**Table 17. Total Number of Disconnected Youths 16-24 in the Labor Force and Unemployed:
By Previous Economic Sectors and Select Educational Attainment Levels: KCCD Region**

CONSORTIUM AREA	SELECT EDUCATIONAL ATTAINMENT CATEGORIES	SECTOR GROUPS	AGRIC. AND NAT. RES.	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES	LOGISTICS	OTHER SERVICES	ARMED FORCES	LONG-TERM UNEMPLOY.
KCCD REGION	Total*	7,385	901	201	154	116	165	877	371	2,356	106	2,139
	High School or GED	5,286	605	152	152	37	155	424	279	1,537	81	1,864
	Some College (Out)	2,099	296	48	1	79	10	453	92	818	25	276
EASTERN SIERRAS	Sub-Total*	886	8	55	51	1	53	118	10	308	37	245
	High School or GED	752	8	34	49	1	52	77	0	275	35	220
	Some College (Out)	134	0	21	1	0	1	41	9	32	2	25
GREATER BAKERSFIELD	Sub-Total	5,096	547	118	91	48	83	710	261	1,628	48	1,562
	High School or GED	3,492	392	92	91	25	83	322	179	931	25	1,352
	Some College (Out)	1,604	155	26	0	23	0	387	82	697	23	210
NORTHERN KERN	Sub-Total	737	249	9	0	19	0	11	48	194	0	208
	High School or GED	583	133	9	0	11	0	11	48	171	0	200
	Some College (Out)	154	116	0	0	8	0	0	0	23	0	8
PORTERVILLE	Sub-Total	666	98	18	12	48	29	38	52	226	20	124
	High School or GED	459	72	17	12	0	20	14	52	160	20	91
	Some College (Out)	208	26	1	0	48	9	25	0	66	0	33

Source: ADE, Inc., based on US Census ACS PUMS 1-Year Samples 2012 through 2016 via IPUMS. *Note: totals and sub-totals excludes persons who are "Some College - Attending", which is included within the table for reference purposes.

- Slightly over 2,000 of the 7,400 unemployed disconnected youth were previously employed in "Sales and Office Occupations", with another 1,000 in "Services Occupations" (Table 18). Yet another 1,000 unemployed youths have work experience in blue collar occupations within "Production, Transportation and Material Moving Occupations" category.
- Over 2,100 unemployed disconnected youths are considered "Long-Term Unemployed," as they have been in the labor force and unemployed for a period of five years or more (Table 18).

**Table 18. Total Number of Disconnected Youths 16-24 in the Labor Force and Unemployed:
By Previous Broad Occupational Groups and Select Educational
Attainment Levels: KCCD Region**

CONSORTIUM AREA	SELECT EDUCATIONAL ATTAINMENT CATEGORIES	BROAD OCCUPATIONAL GROUPS	MANAGEMENT, BUSINESS, SCIENCE, AND ARTS OCCUPATIONS	SERVICE OCCUPATIONS	SALES AND OFFICE OCCUPATIONS	NATURAL RESOURCES, CONSTRUCTION, MAINTENANCE	PRODUCTION, AND TRANSPORTATION, AND MATERIAL MOVING	LONG-TERM UNEMPLOYED
KCCD REGION	Total	7,385	169	1,066	2,072	899	1,039	2,139
	High School or GED	5,286	70	893	1,106	570	783	1,864
	Some College (Out)	2,099	99	173	966	329	257	276
EASTERN SIERRAS	Sub-Total*	886	16	148	352	52	73	245
	High School or GED	752	1	143	308	11	70	220
	Some College (Out)	134	15	5	44	41	2	25
GREATER BAKERSFIELD	Sub-Total	5,096	102	787	1,453	510	682	1,562
	High School or GED	3,492	60	649	604	337	491	1,352
	Some College (Out)	1,604	42	138	849	173	191	210
NORTHERN KERN	Sub-Total	737	8	38	149	224	110	208
	High School or GED	583	0	32	132	133	86	200
	Some College (Out)	154	8	6	17	91	24	8
PORTERVILLE	Sub-Total	666	43	94	118	113	175	124
	High School or GED	459	10	71	62	89	136	91
	Some College (Out)	208	34	23	56	24	38	33

- In addition to the 9,500 disconnected youths who are unemployed, there is another 20,300 disconnected youths who are not in the labor force and out of school (Table 19).
- Almost 13,400 of these 20,300 youths have no work experience (Table 19). In addition to the 13,400 disconnected youths with no work experience, there is another 9,300 who are not in the labor force with no previous work experience who are attending college. These 9,300 youths are not disconnected youths.

Table 19. Total Number of Disconnected Youths 16-24 Not in the Labor Force: By Highest Educational Attainment Levels: KCCD Region

WORKER/ EDUCATION CATEGORY	KCCD	EASTERN SIERRAS	GREATER BAKERSFIELD	NORTHERN KERN	PORTERVILLE
Disconnected Youth (16-24)*	20,266	2,482	12,094	3,124	2,566
Did not finish high school	6,029	630	3,344	1,329	727
High School Dipl. Or GED	10,599	1,370	6,748	1,375	1,106
Some College (Not In School)	3,038	435	1,631	386	585
Some College (Still Attending)	11,934	891	7,894	1,562	1,586
AA	308	5	248	19	35
BA or higher	292	41	123	15	113
With Past Work Experience*	6,831	1,041	4,009	1,229	551
Did not finish high school	1,969	277	966	537	190
High School Dipl. Or GED	3,113	417	1,985	476	234
Some College (Not In School)	1,525	330	911	185	100
Some College (Still Attending)	2,654	180	1,963	244	267
AA	102	3	81	17	1
BA or higher	122	15	66	15	25
No Work Experience*	13,435	1,440	8,085	1,895	2,015
Did not finish high school	4,060	353	2,378	792	537
High School Dipl. Or GED	7,486	952	4,763	899	871
Some College (Not In School)	1,512	106	720	202	485
Some College (Still Attending)	9,280	712	5,931	1,318	1,318
AA	206	3	166	2	34
BA or higher	171	26	57	0	87

Source: ADE, Inc., based on US Census ACS PUMS 1-Year Samples 2012 through 2016 via IPUMS. *Note: totals and sub-totals excludes persons who are "Some College - Attending", which is included within the table for reference purposes.

- Approximately 4,600 unemployed disconnected youths who are not in the labor force might be interested in training for more advanced and permanent positions (Table 20). These youths have a High School Diploma\GED and or Some College educational backgrounds.

Table 20. Total Number of Disconnected Youths 16-24 Not in the Labor Force: By Highest Educational Attainment Levels: KCCD Region

WORKER/EDUCATION CATEGORY	KCCD	EASTERN SIERRAS	GREATER BAKERSFIELD	NORTHERN KERN	PORTERVILLE
Disconnected Youth (16-24)*	20,266	2,482	12,094	3,124	2,566
Did not finish high school	6,029	630	3,344	1,329	727
High School Dipl. Or GED	10,599	1,370	6,748	1,375	1,106
Some College (Not In School)	3,038	435	1,631	386	585
Some College (Still Attending)	11,934	891	7,894	1,562	1,586
AA	308	5	248	19	35
BA or higher	292	41	123	15	113
With Past Work Experience*	6,831	1,041	4,009	1,229	551
Did not finish high school	1,969	277	966	537	190
High School Dipl. Or GED	3,113	417	1,985	476	234
Some College (Not In School)	1,525	330	911	185	100
Some College (Still Attending)	2,654	180	1,963	244	267
AA	102	3	81	17	1
BA or higher	122	15	66	15	25
No Work Experience*	13,435	1,440	8,085	1,895	2,015
Did not finish high school	4,060	353	2,378	792	537
High School Dipl. Or GED	7,486	952	4,763	899	871
Some College (Not In School)	1,512	106	720	202	485
Some College (Still Attending)	9,280	712	5,931	1,318	1,318
AA	206	3	166	2	34
BA or higher	171	26	57	0	87

*Source: ADE, Inc., based on US Census ACS PUMS 1-Year Samples 2012 through 2016 via IPUMS. *Note: totals and sub-totals excludes persons who are "Some College - Attending", which is included within the table for reference purposes.*

- Approximately 4,600 unemployed disconnected youths who are not in the labor force might be interested in training for more advanced and permanent positions (Table 20). These youths have a High School Diploma\GED and or Some College educational backgrounds.

Table 21. Total Number of Disconnected Youths 16-24 Not in the Labor Force: By Previous Economic Sectors and Select Educational Attainment Levels: KCCD Region

CONSORTIUM AREA	SELECT EDUCATIONAL ATTAINMENT CATEGORIES	SECTOR GROUPS	AGRIC. AND NAT. RES.	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES	LOGISTICS	OTHER SERVICES	ARMED FORCES
KCCD REGION	Total	4,638	544	328	198	219	245	594	277	2,228	6
	High School or GED	3,113	494	254	34	152	123	331	210	1,511	4
	Some College (Out)	1,525	50	74	164	67	121	263	68	717	2
EASTERN SIERRAS	Sub-Total	747	77	67	79	35	55	75	26	327	6
	High School or GED	417	65	57	8	35	25	35	12	174	4
	Some College (Out)	330	12	10	70	0	30	40	14	152	2
GREATER BAKERSFIELD	Sub-Total	2,896	235	181	99	174	167	368	167	1,506	0
	High School or GED	1,985	217	124	22	108	83	199	143	1,088	0
	Some College (Out)	911	17	57	77	65	84	169	24	418	0
NORTHERN KERN	Sub-Total	661	126	70	20	9	7	124	51	252	0
	High School or GED	476	117	64	4	9	0	74	28	181	0
	Some College (Out)	185	9	7	17	0	7	50	23	72	0
PORTERVILLE	Sub-Total	334	106	10	0	1	15	26	33	143	0
	High School or GED	234	94	10	0	0	15	22	26	68	0
	Some College (Out)	100	12	0	0	1	0	5	7	75	0

Source: ADE, Inc., based on US Census ACS PUMS 1-Year Samples 2012 through 2016 via IPUMS.

- Most of the 4,600 disconnected youths not in the labor force but with previous work experience worked in broad occupational category of "Sales and Office Occupations" (Table 21). Almost 1,600 have experience in sales positions, and another 1,100 previously worked in the broad category of "Services Occupations."

Table 22. Total Number of Disconnected Youths 16-24 Not in the Labor Force: By Previous Broad Occupational Groups and Select Educational Attainment Levels: KCCD Region

CONSORTIUM AREA	SELECT EDUCATIONAL ATTAINMENT CATEGORIES	BROAD OCCUPATIONAL GROUPS	MANAGEMENT, BUSINESS, SCIENCE, AND ARTS OCCUPATIONS	SERVICE OCCUPATIONS	SALES AND OFFICE OCCUPATIONS	NATURAL RESOURCES, CONSTRUCTION, MAINTENANCE	PRODUCTION, TRANSPORTATION, AND MATERIAL MOVING	LONG-TERM UNEMPLOYED
KCCD REGION	Total	4,638	333	1,073	1,591	775	866	0
	High School or GED	3,113	160	675	1,141	650	487	0
	Some College (Out)	1,525	173	398	450	125	379	0
EASTERN SIERRAS	Sub-Total*	747	56	177	211	158	145	0
	High School or GED	417	42	111	99	126	38	0
	Some College (Out)	330	13	66	112	32	107	0
GREATER BAKERSFIELD	Sub-Total	2,896	204	680	1,169	377	467	0
	High School or GED	1,985	61	422	906	314	281	0
	Some College (Out)	911	142	258	263	62	186	0
NORTHERN KERN	Sub-Total	661	17	142	145	186	171	0
	High School or GED	476	0	79	113	165	120	0
	Some College (Out)	185	17	63	32	21	51	0
PORTERVILLE	Sub-Total	334	57	74	66	55	83	0
	High School or GED	234	57	63	23	45	47	0
	Some College (Out)	100	0	12	43	10	36	0

SOUTHEAST ASIAN IMMIGRANTS

- There are an estimated 1,300 Southeast Asian immigrants who are between 18 and 65 (Table 22) and in the labor force. For purposes of analysis, "Southeast Asian" includes immigrants who according to the US Census ACS are from Laos, Vietnam, Cambodia, "Southeast Asia" and "Indo-China." Included among the 1,300 Southeast Asian immigrants are naturalized citizens and non-citizens. It is important to note that the US Census ACS does not have a code for "refugee", meaning that the tables below describe labor force characteristics of "Southeast Asian immigrants", not necessarily "Southeast Asian refugees."
- Most of the 1,300 Southeast Asian immigrants between 18 and 65 are in the Greater Bakersfield sub-region, or 1,100 out of a total of 1,300 (Table 22).
- Of the 1,300, almost 500 are self-employed, with another 800 employed on wage-work basis. Another 80 are unemployed, resulting in an unemployment rate of 6.2 percent.
- There are almost 550 Southeast Asian immigrants between 18 and 65 who are not in the labor force, in addition to the 1,300 persons who are in the labor force (Table 22).
- Almost ten percent (or 79) of the 800 Southeast Asian immigrant who are employed work on a part-time basis and have either a High School Diploma\GED or Some College (Table 23). A

plurality of these underutilized workers is in either the "Health" (24) or "Other Services" (22) (Table 23). Most are in "Sales and Office Occupations (Table 24).

Table 23. Total Number of Persons (18-65) In and Not in the Civilian Labor Force by Educational Attainment: Southeast Asian Immigrants: KCCD Regions

WORKER/EDUCATION CATEGORY	KCCD	EASTERN SIERRAS	GREATER BAKERSFIELD	NORTHERN KERN	PORTERVILLE
Persons in Labor Force	1,341	68	1,145	85	43
Did not complete HS	322	26	264	9	24
HS Dipl.\GED	211	19	168	23	1
Some College - Not Attending	216	15	162	39	0
Some College - Attending	0	0	0	0	0
AA	246	0	246	0	0
BA +	345	7	305	15	18
Employed: Works for Wages	803	37	689	77	1
Did not complete HS	162	0	162	0	0
HS Dipl.\GED	129	17	89	23	1
Some College - Not Attending	204	15	150	39	0
Some College - Attending	0	0	0	0	0
AA	165	0	165	0	0
BA +	143	5	124	15	0
Self-Employed	455	31	415	9	0
Did not complete HS	96	26	61	9	0
HS Dipl.\GED	82	3	79	0	0
Some College - Not Attending	12	0	12	0	0
Some College - Attending	0	0	0	0	0
AA	81	0	81	0	0
BA +	184	2	181	0	0
Unemployed	83	0	41	0	42
Did not complete HS	65	0	41	0	24
HS Dipl.\GED	0	0	0	0	0
Some College - Not Attending	0	0	0	0	0
Some College - Attending	0	0	0	0	0
AA	0	0	0	0	0
BA +	18	0	0	0	18
Persons in Not Labor Force	545	26	355	110	54
Did not complete HS	249	7	189	24	29
HS Dipl.\GED	66	16	29	8	13
Some College - Not Attending	80	2	32	46	0
Some College - Attending	47	0	47	0	0
AA	9	0	0	0	9
BA +	94	0	59	33	2

Source: ADE, Inc., based on US Census ACS PUMS 1-Year Samples 2012 through 2016 via IPUMS.

Table 24. Underutilized Labor Force, Unemployed Labor Force, and Select Persons Not in the Labor Force By Select Educational Attainment Levels and By Broad Sectors: Southeast Asian Immigrants: KCCD Region

SECTOR GROUPS	TOTAL			UNDER-UTILIZED LABOR FORCE			UNEMPLOYED LABOR FORCE			NOT IN LABOR FORCE		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE
Total	79	39	40	79	39	40	0	0	0	0	0	0
Agric., Nat. Res.	0	0	0	0	0	0	0	0	0	0	0	0
Construction	3	0	3	3	0	3	0	0	0	0	0	0
Manufacturing	18	18	0	18	18	0	0	0	0	0	0	0
Education	0	0	0	0	0	0	0	0	0	0	0	0
Health	24	0	24	24	0	24	0	0	0	0	0	0
Prof. Services	13	0	13	13	0	13	0	0	0	0	0	0
Logistics	0	0	0	0	0	0	0	0	0	0	0	0
Other Services	22	22	0	22	22	0	0	0	0	0	0	0
Armed Forces	0	0	0	0	0	0	0	0	0	0	0	0
Long-Term Unemploy.	0	0	0	0	0	0	0	0	0	0	0	0

Source: ADE, Inc., based on US Census ACS PUMS 1-Year Samples 2012 through 2016 via IPUMS.

Table 25. Under-utilized Labor Force, Unemployed Labor Force, and Select Persons Not in the Labor Force by Select Educational Attainment Levels and By Broad Occupational Categories: Southeast Asian Immigrants: KCCD Region

OCCUPATIONAL GROUPS	TOTAL			UNDER-UTILIZED LABOR FORCE			UNEMPLOYED LABOR FORCE			NOT IN LABOR FORCE		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE
Total	79	39	40	79	39	40	0	0	0	0	0	0
Management, business, science, and arts occupations	18	18	0	18	18	0	0	0	0	0	0	0
Service occupations	1	1	0	1	1	0	0	0	0	0	0	0
Sales and office occupations	58	21	37	58	21	37	0	0	0	0	0	0
Natural resources, construction, and maintenance occupations	3	0	3	3	0	3	0	0	0	0	0	0
Production, transportation, and material moving occupations	0	0	0	0	0	0	0	0	0	0	0	0
Long-Term Unemployed	0	0	0	0	0	0	0	0	0	0	0	0

Source: ADE, Inc., based on US Census ACS PUMS 1-Year Samples 2012 through 2016 via IPUMS.

EX-OFFENDERS

- Former Governor Jerry Brown signed AB 109 (Public Safety Realignment Act of 2011) in the Spring of 2011. Among other things, AB 109 transferred supervision of a certain category of offenders released from state prison from the state parole system to a new status called “post release community supervision,” which is overseen by county probation departments.
- Since 2011, the Kern County Probation Department has been issuing quarterly reports showing how it is meeting its AB 109 responsibilities. Among the indicators included in these quarterly reports is detailed information on the number of ex-offenders referred to and/or participating in this county’s employment training program, called “Employers’ Training resources” (ETR).
- Since 2011, over 4,200 ex-offenders have been referred to Kern County’s ETR program and, of these referrals, 879 had eventually enrolled in ETR (Table 25). Approximately 54 percent of ETR enrollees have a High School Diploma\GED, with another eight percent working toward a GED. Thirty-six percent of the ETR enrollees had not completed High School.

**Table 26. Cumulative and Quarterly Trends: Ex-Offenders Participating in AB 109
Employers' Training Resources Program: Kern County**

REPORTING PERIOD	MEDIAN AGE	NEW REFERRALS	NEW ENROLLEES	EDUCATIONAL ATTAINMENT				EMPLOYED ENROLLEES
				DID NOT COMPLETE HS	WORKING TOWARD GED	HS DIPL\GED	SOME COLLEGE	
Cumulative Total	32.3	4,206	879	315 36%	71 8%	478 54%	26 3%	290
2017-2018--Q4	30.0	94	22	6	0	16	0	7
2017-2018--Q3	34.0	162	24	7	0	17	0	11
2017-2018--Q2	33.5	107	12	7	0	16	0	6
2017-2018--Q1	32.5	132	36	13	0	23	0	5
2016-2017--Q4	30.0	206	47	18	0	29	0	9
2016-2017--Q3	31.0	236	56	19	0	33	4	11
2016-2017--Q2	33.5	313	58	20	0	36	2	5
2016-2017--Q1	33.0	330	34	15	0	17	2	5
2015-2016--Q4	33.0	280	31	11	0	18	2	3
2015-2016--Q3	30.0	378	40	11	0	29	0	20
2015-2016--Q2	32.0	228	30	14	5	11	0	23
2015-2016--Q1	31.0	255	51	16	7	27	1	27
2014-2015--Q4	32.0	252	58	21	11	25	1	10
2014-2015--Q3	32.0	262	65	27	0	32	6	7
2014-2015--Q2	34.0	99	41	14	0	23	4	17
2014-2015--Q1	34.0	47	35	17	0	18	0	27
2013-2014--Q4	34.0	45	14	5	0	8	1	10
2013-2014--Q3	34.5	117	26	13	2	11	0	12
2013-2014--Q2	30.0	64	21	4	1	16	0	13
2013-2014--Q1	32.0	103	21	7	0	14	0	3
2012-2013--Q4	34.5	59	11	7	4	0	0	13
2012-2013--Q3	34.8	91	27	10	17	0	0	22
2012-2013--Q2	29.9	64	34	11	23	0	0	0
2012-2013--Q1	34.5	177	47	8	0	37	2	18
2011-2012--Q4	31.5	70	29	14	0	15	0	5
2011-2012--Q3	35.0	35	9	0	1	7	1	1

Source: ADE, Inc., based on Kern County Probation Department Quarterly AB 109 Report (FY 2011-2012 - FY 2018-2018)

Eastern Sierra Sub-Region

Employment trends and projections

- Unlike the larger KCCD region, where Health and Agriculture are key sources of employment, the public sector (NAICS 92) is the largest employing sector in the eastern Sierras sub-region (Table 26). Of the 43,700 jobs, almost 29 percent are in this sector alone. If the public sector jobs in Education (NAICS 61) and Health (NAICS 62) are included on top of the 3,700 in NAICS 92, the number of jobs attributable to the public sector would be even larger.
- The public sector is the largest source of new jobs over the ten-year 2019-2028 period (1,200 new jobs), in addition to retaining the largest number of workers (Table 26).
- Reflecting the importance of tourism to the area, Lodging (NAICS 722) is the next largest employing sector at 3,900 jobs; along with the 2,800 Food and Beverages (NAICS 722) jobs, there are 6,600 jobs (or 14 percent of total jobs) in visitor-serving industries.
- Reflecting the fact that the Eastern Sierra sub-region is home to the Naval Weapons Station at China Lake and the Edwards Air Force Base, there are 2,800 jobs in Armed Forces (NAICS 98), or over six percent of the total jobs base (Table 26).
- While the Health sector in the larger KCCD region is an important job-generating engine, in the Eastern Sierra sub-region, Professional Services is the key source of new jobs, with almost 1,300 new jobs (Figure 6).¹ This sector group also includes Public Administration (NAICS 92) and Utilities (NAICS 22). Following Professional Services, Other Services is the next largest group of sectors in terms of job creation (1,000 net new jobs). This includes Retail (NAICS 44-45), Lodgings (NAICS 721), Food-Beverage (NAICS 722), and Other Services (NAICS 81). The Health sector is projected to increase by a net of 240 jobs.

¹ Professional Services consists of predominantly white-collar sectors such as Information (NAICS 51), Real Estate (NAICS 52), Finance and Insurance (NAICS 53), Professional-Technical (NAICS 54), Management of Companies (NAICS 55), Administrative-Waste Remediation (NAICS 56).

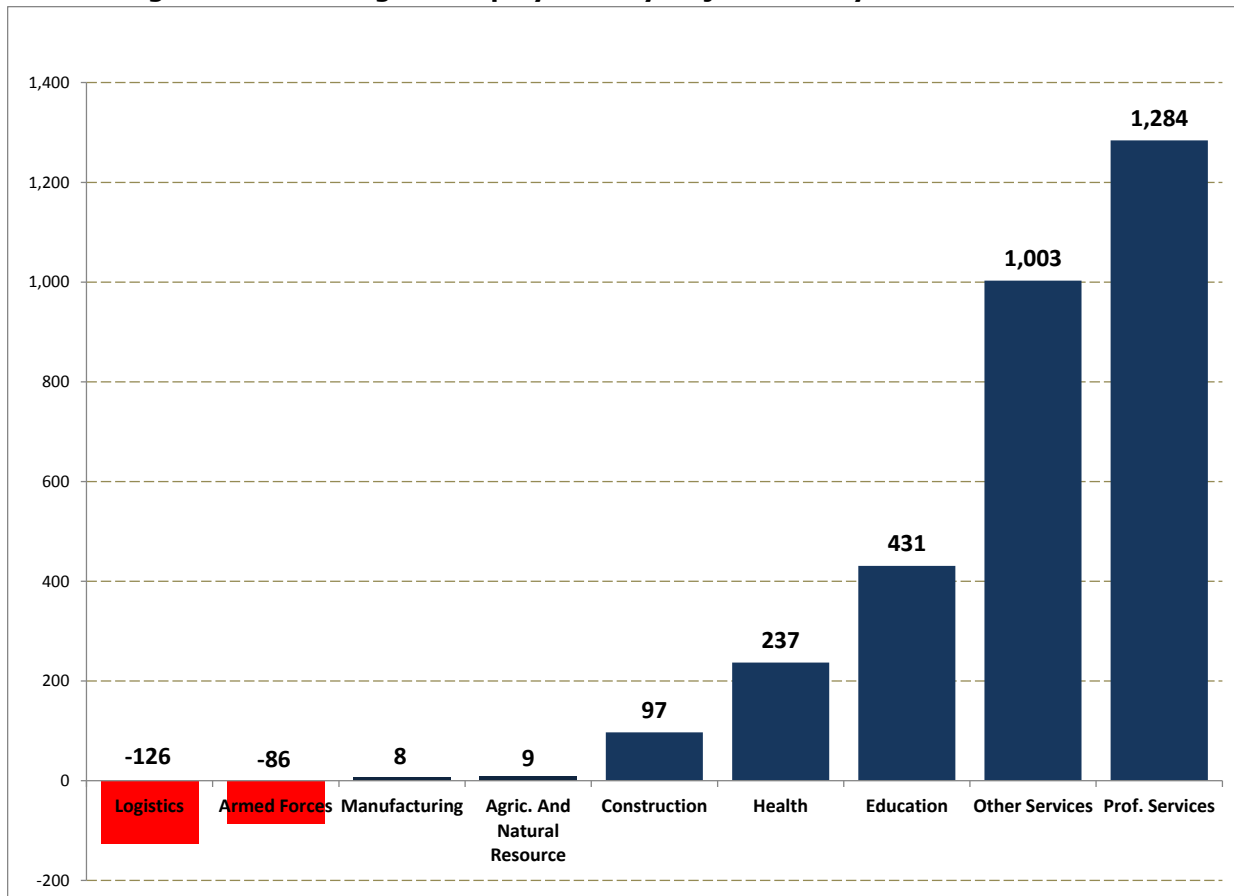
Kern AEP CONSORTIUM THREE-YEAR PLAN 2019-2022

Table 27. Employment Trends and Projections: Eastern Sierra Sub-Region: 2018-2028

NAICS	SECTORS	2018	2023	2028	2018	18-23 CHG	18-28 CHG	18-23 CAGR	23-28 CAGR
Total		43,688	45,841	46,542	100.0%	2,154	2,855	1.0%	0.3%
11	Agric.	223	281	298	0.5%	57	75	4.7%	1.2%
21	Mining	916	894	850	2.1%	-22	-66	-0.5%	-1.0%
22	Utilities	425	481	526	1.0%	56	101	2.5%	1.8%
23	Construction	1,024	1,105	1,121	2.3%	81	97	1.5%	0.3%
31-33	Manufacturing	2,063	2,128	2,071	4.7%	65	8	0.6%	-0.5%
42	Wholesale	446	395	299	1.0%	-51	-147	-2.4%	-5.4%
44-45	Retail	3,508	3,696	3,746	8.0%	188	239	1.1%	0.3%
48	Transportation	521	582	560	1.2%	61	39	2.2%	-0.8%
49	Warehousing	241	238	223	0.6%	-3	-18	-0.3%	-1.3%
51	Information	221	222	182	0.5%	0	-40	0.0%	-3.9%
52	Fin. and Ins.	381	335	272	0.9%	-46	-109	-2.5%	-4.1%
53	Real Estate	673	743	753	1.5%	70	80	2.0%	0.3%
54	Prof., Tech., Svcs.	2,273	2,318	2,283	5.2%	45	9	0.4%	-0.3%
55	Mgmt. Of Cos.	94	97	97	0.2%	4	3	0.7%	-0.1%
561	Admin. Svcs.	830	878	873	1.9%	48	43	1.1%	-0.1%
562	Waste Mgt.	174	187	186	0.4%	13	11	1.4%	-0.2%
61	Education	3,391	3,658	3,822	7.8%	267	431	1.5%	0.9%
62	Health	3,241	3,381	3,478	7.4%	140	237	0.9%	0.6%
71	Rec. Ent., etc.	366	414	426	0.8%	48	60	2.5%	0.6%
721	Lodging	2,712	2,771	2,787	6.2%	59	75	0.4%	0.1%
722	Food \Bev.	3,570	3,930	4,138	8.2%	360	568	1.9%	1.0%
81	Other Services	1,002	1,040	1,021	2.3%	38	19	0.8%	-0.4%
92	Public Sector	12,501	13,213	13,684	28.6%	712	1,183	1.1%	0.7%
98	Armed Forces	2,784	2,722	2,698	6.4%	-63	-86	-0.5%	-0.2%
99	Unclassified	107	134	150	0.2%	26	43	4.5%	2.4%

Source: ADE, Inc., based on EMSI 2018 Q4 QCEW and Non-QCEW ZIP Code Employment Data.

Figure 6. Net Change in Employment by Major Industry Sector: 2018-2028:



Job openings trends and projections

- The Eastern Sierra sub-region averages almost 5,500 openings a year (Table 27). The bulk of the openings (1,900) require a High School Diploma\GED, many of which are in traditional “blue collar” occupations such as Installation, Maintenance, and Repair (197 openings), Production (192 openings) and Construction and Extraction (158 openings) (Table 27). Protective services and office and administrative support are also heavily represented in this group of openings.
- Of the 5,500 openings a year, an estimated 340 are in occupations requiring Some College or a post-secondary non-degree award (Table 27). And, of these, many are in Installation, Maintenance and Repair occupations (56), with another significant number in health-related occupations (30 openings a year in Healthcare Practitioners” and 57 in Healthcare Support).
- The most openings (2,012) occur in the Professional Services sector group (Table 28). This sector group consists of the public sector (NAICS 92), Utilities (NAICS 21), Information (NAICS 51), Finance and Insurance (NAICS 52), Real Estate (NAICS 53), Professional and Technical (NAICS 54), Management of Companies (NAICS 55), Administrative Services (NAICS 561) and Waste Management (NAICS 562).

- Of the overall average annual openings (5,500), almost 350 are in occupations requiring either Some College or a Post-secondary Non-Degree Award (Table 29), with another 1,950 in occupations requiring a High School Diploma (Table 30).
- Over the ten-year 2019-2028 period, EMSI projects a total of almost 54,000 cumulative openings (Table 31). Of the 54,000 projected cumulative openings, 3,600 cumulative openings will require Some College and or a Post-Secondary Non-Degree Award (Table 32). Of these 3,600 cumulative openings, almost 650 are in the Health sector – mostly in Health Support occupations (356) and Health Practitioners and Technical occupations (164) (Table 32).
- More than 8,000 of the 19,000 cumulative openings for occupations requiring a high school diploma or GED are in the Professional Services sector, particularly protective services occupations and office and administrative support (Table 33).

**Table 28. Year 2018 and 10-Year 2019-2028 Cumulative Openings by Educational Requirements and Occupational Categories:
Eastern Sierra Sub-Region**

OCCUPATIONAL CATEGORIES	ONE-YEAR 2018 OPENINGS						TEN-YEAR 2019-2028 CUMULATIVE OPENINGS					
	YEAR 2018 OPENINGS	LESS THAN HS DIPLOMA	HIGH SCHOOL DIPLOMA OR GED	POST-SECONDARY NON-DEGREE	SOME COLLEGE	AA OR HIGHER (AND OTHER)*	CUMULATIVE OPENINGS: 19-28	LESS THAN HS DIPLOMA	HIGH SCHOOL DIPLOMA OR GED	POST-SECONDARY NON-DEGREE	SOME COLLEGE	AA OR HIGHER (AND OTHER)*
Total	5,505	1,773	1,956	230	114	1,432	54,018	17,803	19,001	2,443	1,113	13,658
11 Management	190	0	37	0	0	153	1,784	0	342	0	0	1,443
13 Business and Financial Operations	240	0	15	0	0	225	2,378	0	147	0	0	2,231
15 Computer and Mathematical	107	0	0	0	12	95	975	0	0	0	110	865
17 Architecture and Engineering	173	0	3	0	0	170	1,651	0	27	0	0	1,624
19 Life, Physical, and Social Science	113	0	0	0	0	113	1,119	0	0	0	0	1,119
21 Community and Social Science	395	0	32	6	52	305	3,900	0	322	54	513	3,012
27 Arts, Design, Entertainment, Sports, and Media	63	5	16	3	0	39	628	53	159	27	0	389
29 Healthcare Practitioners and Technical	172	0	17	30	0	125	1,646	0	169	306	0	1,171
31 Healthcare Support	96	0	37	57	0	2	965	0	372	522	0	70
33 Protective Service	279	35	215	21	0	9	2,747	358	2,094	255	0	40
35 Food Preparation and Serving Related	872	814	58	0	0	0	8,826	8,252	574	0	0	0
37 Building and Grounds Cleaning and Maintenance	262	249	13	0	0	0	2,603	2,470	133	0	0	0
39 Personal Care and Service	227	21	195	9	0	2	2,299	222	1,971	81	0	25
41 Sales and Related	454	364	82	0	0	8	4,583	3,700	804	0	0	80
43 Office and Administrative Support	641	0	588	0	47	5	6,266	0	5,750	0	463	53
45 Farming, Fishing, and Forestry	60	45	13	0	0	3	575	437	111	0	0	27
47 Construction and Extraction	247	88	158	0	0	0	2,350	821	1,529	0	0	0
49 Installation, Maintenance, and Repair	296	0	197	53	3	42	2,839	0	1,924	736	27	152
51 Production	237	37	192	8	0	0	2,230	372	1,778	79	0	1
53 Transportation and Material Moving	246	114	88	44	0	1	2,341	1,118	795	383	0	45
55 Military-only	134	0	0	0	0	134	1,313	0	0	0	0	1,313
99 Unclassified	0	0	0	0	0	0	0	0	0	0	0	0

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Table 29. Year 2018 Openings by Industry Groups and Occupational Categories: Eastern Sierra Sub-Region

Occupational Categories	2018 OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES*	LOGISTICS	OTHER SERVICES**	ARMED FORCES^
Total	5,505	173	158	267	362	367	2,012	98	1,822	246
11 Management Occupations	190	4	6	11	9	11	104	2	34	10
13 Business and Financial Operations Occupations	240	1	3	9	4	5	196	1	16	5
15 Computer and Mathematical Occupations	107	0	0	5	4	2	90	0	3	2
17 Architecture and Engineering Occupations	173	2	1	25	0	0	139	1	1	4
19 Life, Physical, and Social Science Occupations	113	1	0	8	4	2	96	0	1	1
21 Community and Social Science Occupations	395	0	0	0	213	30	129	0	17	4
27 Arts, Design, Entert., Sports, and Media Occupations	63	0	0	1	7	1	34	0	16	4
29 Healthcare Practitioners and Technical Occupations	172	0	0	1	5	95	58	0	10	4
31 Healthcare Support Occupations	96	0	0	0	2	66	22	0	5	2
33 Protective Service Occupations	279	0	0	1	5	3	248	1	14	8
35 Food Preparation and Serving Related Occupations	872	0	0	2	23	15	28	0	800	4
37 Building, Grounds Cleaning, Maintenance Occupations	262	1	1	1	22	13	80	2	143	1
39 Personal Care and Service Occupations	227	0	0	0	13	59	72	4	77	2
41 Sales and Related Occupations	454	2	4	11	1	2	68	2	363	0
43 Office and Administrative Support Occupations	641	11	12	20	36	52	318	26	158	8
45 Farming, Fishing, and Forestry Occupations	60	37	0	2	1	1	16	0	3	0
47 Construction and Extraction Occupations	247	52	113	3	1	1	66	1	3	7
49 Installation, Maintenance, and Repair Occupations	296	12	12	21	7	2	127	23	57	33
51 Production Occupations	237	17	2	125	0	2	49	4	35	3
53 Transportation and Material Moving Occupations	246	33	3	21	6	4	73	32	65	10
55 Military-only occupations	134	0	0	0	0	0	0	0	0	134
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

Source: ADE, Inc., based on EMSI 2018 Q4 ZIP Code Employment Data (*Note: "Professional Services" includes Information, Real Estate, Finance and Insurance, Admin-Waste, Utilities, and Public Administration. **Note: "Services" includes Retail, Food and Lodging, Arts-recreation-Entertainment, Other Services, and Unclassified. ^Note: Armed Forces openings includes both civilians working in national security and strictly-military [i.e. non-civilians] personnel. Non-civilian military openings are "55 Military-only occupations".)

Table 30. Year 2018 Openings by Industry Groups and Occupational Categories: Eastern Sierra Sub-Region: Openings Requiring Some College and or Post-Secondary Non-Degree Award

Occupational Categories	2018 OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES	LOGISTICS	OTHER SERVICES	ARMED FORCES
Total	344	9	4	14	56	61	124	12	46	19
11 Management Occupations	0	0	0	0	0	0	0	0	0	0
13 Business and Financial Operations Occupations	0	0	0	0	0	0	0	0	0	0
15 Computer and Mathematical Occupations	12	0	0	1	0	0	10	0	0	0
17 Architecture and Engineering Occupations	0	0	0	0	0	0	0	0	0	0
19 Life, Physical, and Social Science Occupations	0	0	0	0	0	0	0	0	0	0
21 Community and Social Science Occupations	58	0	0	0	31	4	19	0	2	1
27 Arts, Design, Entert., Sports, and Media Occupations	3	0	0	0	0	0	2	0	1	0
29 Healthcare Practitioners and Technical Occupations	30	0	0	0	1	16	10	0	2	1
31 Healthcare Support Occupations	57	0	0	0	18	33	4	0	3	0
33 Protective Service Occupations	21	0	0	0	0	0	18	0	1	1
35 Food Preparation and Serving Related Occupations	0	0	0	0	0	0	0	0	0	0
37 Building, Grounds Cleaning, Maintenance Occupations	0	0	0	0	0	0	0	0	0	0
39 Personal Care and Service Occupations	9	0	0	0	0	2	3	0	3	0
41 Sales and Related Occupations	0	0	0	0	0	0	0	0	0	0
43 Office and Administrative Support Occupations	47	1	1	1	3	4	23	2	12	1
45 Farming, Fishing, and Forestry Occupations	0	0	0	0	0	0	0	0	0	0
47 Construction and Extraction Occupations	0	0	0	0	0	0	0	0	0	0
49 Installation, Maintenance, and Repair Occupations	56	2	2	4	1	0	22	4	10	10
51 Production Occupations	8	1	0	4	0	0	2	0	1	0
53 Transportation and Material Moving Occupations	44	6	1	4	1	1	13	6	11	3
55 Military-only occupations	0	0	0	0	0	0	0	0	0	0
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

Source: ADE, Inc., based on EMSI 2018 Q4 ZIP Code Employment Data

Table 31. Year 2018 Openings by Industry Groups and Occupational Categories: Eastern Sierra Sub-Region: Openings Requiring High School Diploma or GED Equivalent

Occupational Categories	2018 OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES	LOGISTICS	OTHER SERVICES	ARMED FORCES
Total	1,956	86	96	150	81	148	826	59	456	53
11 Management Occupations	37	1	1	2	2	2	20	0	7	2
13 Business and Financial Operations Occupations	15	0	0	1	0	0	12	0	1	0
15 Computer and Mathematical Occupations	0	0	0	0	0	0	0	0	0	0
17 Architecture and Engineering Occupations	3	0	0	0	0	0	2	0	0	0
19 Life, Physical, and Social Science Occupations	0	0	0	0	0	0	0	0	0	0
21 Community and Social Science Occupations	32	0	0	0	17	2	11	0	1	0
27 Arts, Design, Entert., Sports, and Media Occupations	16	0	0	0	2	0	9	0	4	1
29 Healthcare Practitioners and Technical Occupations	17	0	0	0	0	9	6	0	1	0
31 Healthcare Support Occupations	37	0	0	0	1	25	8	0	2	1
33 Protective Service Occupations	215	0	0	0	4	2	190	1	11	6
35 Food Preparation and Serving Related Occupations	58	0	0	0	2	1	2	0	53	0
37 Building, Grounds Cleaning, Maintenance Occupations	13	0	0	0	1	1	4	0	7	0
39 Personal Care and Service Occupations	195	0	0	0	11	51	62	3	66	1
41 Sales and Related Occupations	82	0	1	2	0	0	12	0	66	0
43 Office and Administrative Support Occupations	588	10	11	18	33	48	292	24	145	7
45 Farming, Fishing, and Forestry Occupations	13	8	0	0	0	0	3	0	1	0
47 Construction and Extraction Occupations	158	33	72	2	1	1	43	1	2	4
49 Installation, Maintenance, and Repair Occupations	197	8	8	14	4	1	85	16	38	22
51 Production Occupations	192	14	2	101	0	2	40	3	28	2
53 Transportation and Material Moving Occupations	88	12	1	8	2	2	26	11	23	4
55 Military-only occupations	0	0	0	0	0	0	0	0	0	0
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

Source: ADE, Inc., based on EMSI 2018 Q4 ZIP Code Employment Data

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Table 32. 2019-2028 10-Year Cumulative Openings by Industry Groups and Occupational Categories: Eastern Sierra Sub-Region

Occupational Categories	2019-2028 10-YEAR CUMULATIVE OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES	LOGISTICS	OTHER SERVICES	ARMED FORCES
Total	54,018	1,616	1,549	2,523	3,620	3,628	19,652	965	18,137	2,329
11 Management Occupations	1,784	33	60	100	92	101	981	20	314	85
13 Business and Financial Operations Occupations	2,378	12	32	86	38	49	1,949	13	151	48
15 Computer and Mathematical Occupations	975	2	2	43	34	19	828	3	25	19
17 Architecture and Engineering Occupations	1,651	22	16	236	2	1	1,319	10	11	33
19 Life, Physical, and Social Science Occupations	1,119	14	0	73	44	24	943	0	9	12
21 Community and Social Science Occupations	3,900	1	0	1	2,098	309	1,285	1	166	40
27 Arts, Design, Entert., Sports, and Media Occupations	628	0	2	12	73	13	328	1	164	35
29 Healthcare Practitioners and Technical Occupations	1,646	2	1	5	46	897	561	0	102	33
31 Healthcare Support Occupations	965	0	0	0	16	659	213	0	58	19
33 Protective Service Occupations	2,747	2	0	5	47	27	2,447	7	136	75
35 Food Preparation and Serving Related Occupations	8,826	0	0	24	230	147	278	1	8,113	33
37 Building, Grounds Cleaning, Maintenance Occupations	2,603	6	10	15	227	124	788	16	1,408	8
39 Personal Care and Service Occupations	2,299	1	0	2	133	633	712	40	764	15
41 Sales and Related Occupations	4,583	18	40	114	13	21	682	19	3,674	2
43 Office and Administrative Support Occupations	6,266	105	120	192	378	511	3,119	242	1,523	76
45 Farming, Fishing, and Forestry Occupations	575	370	1	19	7	8	139	0	28	2
47 Construction and Extraction Occupations	2,350	462	1,101	30	14	8	639	7	28	61
49 Installation, Maintenance, and Repair Occupations	2,839	118	115	198	68	19	1,259	238	524	300
51 Production Occupations	2,230	152	22	1,167	4	18	472	36	333	26
53 Transportation and Material Moving Occupations	2,341	297	27	201	54	42	709	310	607	94
55 Military-only occupations	1,313	0	0	0	0	0	0	0	0	1,313
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

Source: ADE, Inc., based on EMSI 2018 Q4 ZIP Code Employment Data

**Table 33. 2019-2028 10-Year Cumulative Openings by Industry Groups and Occupational Categories: Eastern Sierra Sub-Region:
 Openings Requiring High School Diploma or GED Equivalent**

OCCUPATIONAL CATEGORIES	CUMULATIVE 10-YEAR 2019-2028 OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES	OTHER SERVICES (INCL. RETAIL)	ARMED FORCES
Total	19,001	783	953	1,392	827	1,497	8,088	571	571
11 Management	342	6	11	19	18	19	188	4	60
13 Business and Financial Operations	147	1	2	5	2	3	121	1	9
15 Computer and Mathematical	0	0	0	0	0	0	0	0	0
17 Architecture and Engineering	27	0	0	4	0	0	21	0	0
19 Life, Physical, and Social Science	0	0	0	0	0	0	0	0	0
21 Community and Social Science	322	0	0	0	173	25	106	0	14
27 Arts, Design, Enter., Sports, and Media	159	0	1	3	18	3	83	0	41
29 Healthcare Practitioners and Technical	169	0	0	0	5	92	58	0	10
31 Healthcare Support	372	0	0	0	6	254	82	0	22
33 Protective Service	2,094	2	0	4	36	21	1,866	5	103
35 Food Preparation and Serving Related	574	0	0	2	15	10	18	0	528
37 Building, Grounds Cleaning, Maintenance	133	0	1	1	12	6	40	1	72
39 Personal Care and Service	1,971	1	0	2	114	542	610	34	655
41 Sales and Related	804	3	7	20	2	4	120	3	645
43 Office and Administrative Support	5,750	96	110	176	347	469	2,862	222	1,398
45 Farming, Fishing, and Forestry	111	72	0	4	1	1	27	0	5
47 Construction and Extraction	1,529	301	716	19	9	5	416	5	18
49 Installation, Maintenance, and Repair	1,924	80	78	134	46	13	853	161	355
51 Production	1,778	121	17	931	3	14	376	29	266
53 Transportation and Material Moving	795	101	9	68	18	14	241	105	206
55 Military-only	0	0	0	0	0	0	0	0	0
99 Unclassified	0	0	0	0	0	0	0	0	0

Source: ADE, Inc., based on EMSI 2018 Q4 ZIP Code Employment Data

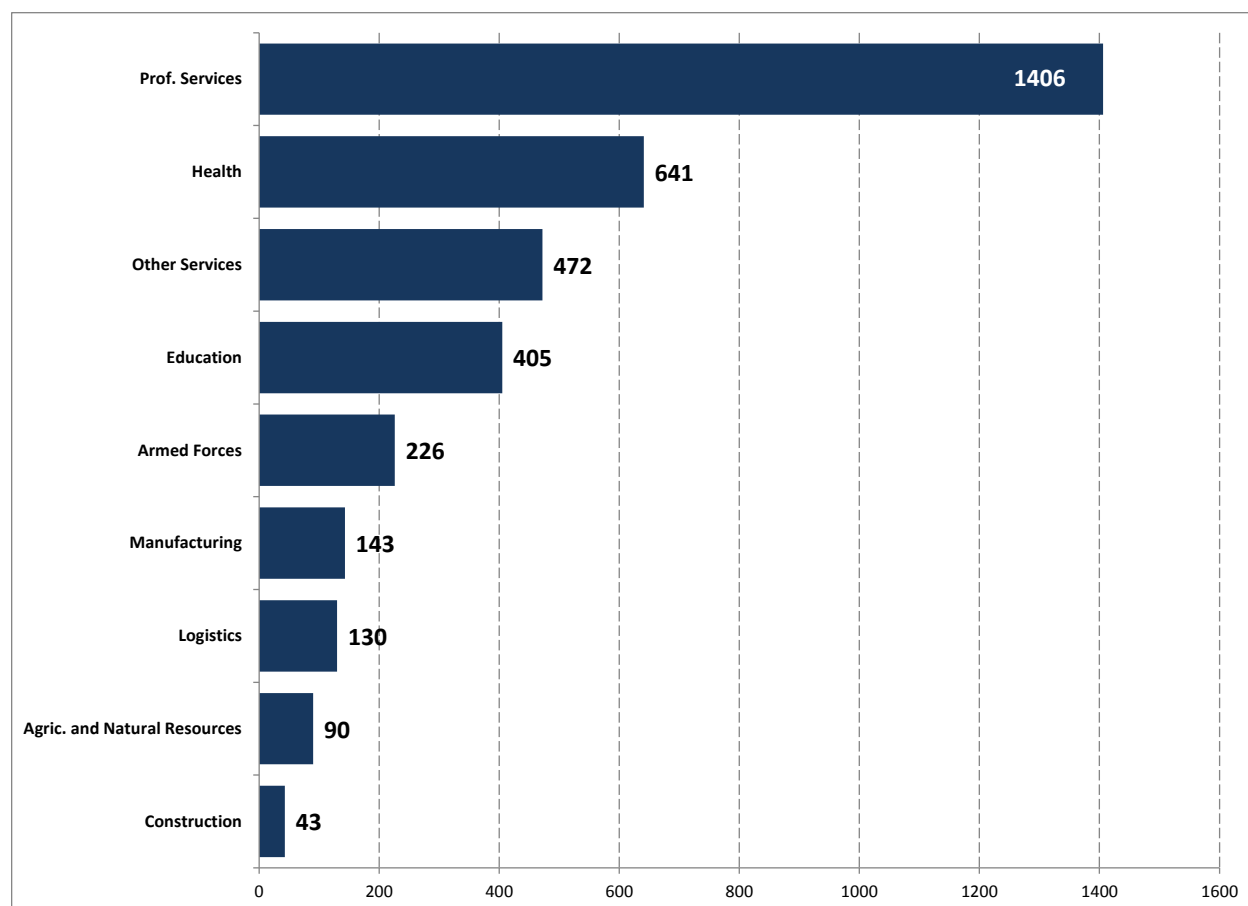
**Table 34. 2019-2028 10-Year Cumulative Openings by Industry Groups and Occupational Categories: Eastern Sierra Sub-Region:
Openings Requiring Some College and or Post-Secondary Non-Degree Award**

Occupational Categories	2019-2028 10-YEAR CUMULATIVE OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES	LOGISTICS	OTHER SERVICES	ARMED FORCES
Total	3,556	90	43	143	405	641	1,406	130	472	226
11 Management Occupations	0	0	0	0	0	0	0	0	0	0
13 Business and Financial Operations Occupations	0	0	0	0	0	0	0	0	0	0
15 Computer and Mathematical Occupations	110	0	0	5	4	2	92	0	3	4
17 Architecture and Engineering Occupations	0	0	0	0	0	0	0	0	0	0
19 Life, Physical, and Social Science Occupations	0	0	0	0	0	0	0	0	0	0
21 Community and Social Science Occupations	567	0	0	0	302	45	185	0	24	10
27 Arts, Design, Entert., Sports, and Media Occupations	27	0	0	1	3	1	14	0	7	3
29 Healthcare Practitioners and Technical Occupations	306	0	0	1	8	164	103	0	19	11
31 Healthcare Support Occupations	522	0	0	0	25	356	95	0	32	14
33 Protective Service Occupations	255	0	0	0	4	2	222	1	12	12
35 Food Preparation and Serving Related Occupations	0	0	0	0	0	0	0	0	0	0
37 Building, Grounds Cleaning, Maintenance Occupations	0	0	0	0	0	0	0	0	0	0
39 Personal Care and Service Occupations	81	0	0	0	5	22	25	1	27	1
41 Sales and Related Occupations	0	0	0	0	0	0	0	0	0	0
43 Office and Administrative Support Occupations	463	8	9	14	28	37	228	18	111	10
45 Farming, Fishing, and Forestry Occupations	0	0	0	0	0	0	0	0	0	0
47 Construction and Extraction Occupations	0	0	0	0	0	0	0	0	0	0
49 Installation, Maintenance, and Repair Occupations	763	29	29	49	17	5	313	59	130	133
51 Production Occupations	79	5	1	41	0	1	17	1	12	2
53 Transportation and Material Moving Occupations	383	47	4	32	9	7	112	49	96	27
55 Military-only occupations	0	0	0	0	0	0	0	0	0	0
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

Source: ADE, Inc., based on EMSI 2018 Q4 ZIP Code Employment Data

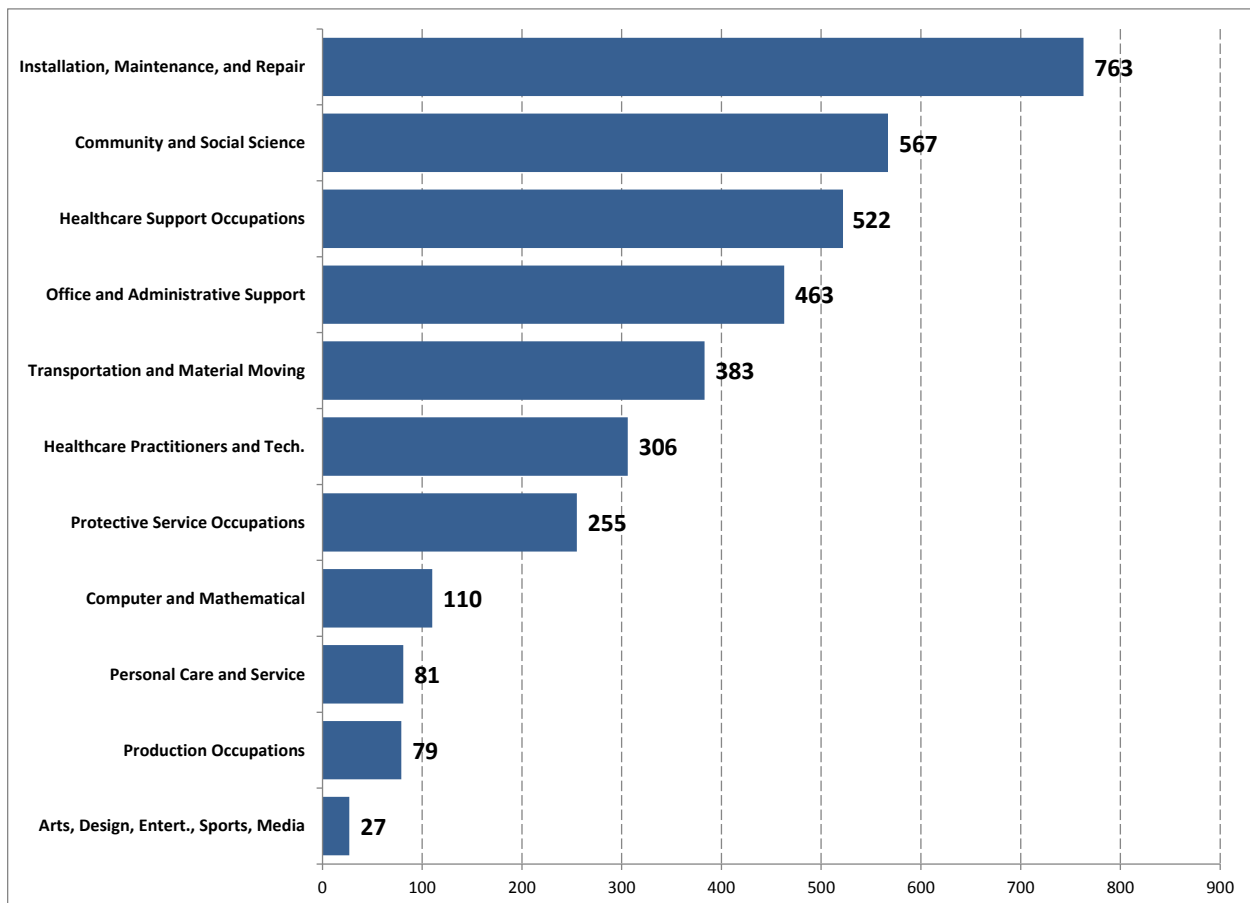
- Below, 2019-2028 cumulative openings data is organized by sectors and groups of sectors of interest to regional decision-makers and planners. Professional Services openings requiring Some College or Post-Secondary Non-Degree Awards are expected to increase cumulatively by 1,400 positions over the next ten years, double the next largest sector, which is Healthcare at 640 cumulative openings (Figure 7). Professional Services is a group of sectors consisting of predominantly white-collar sectors such as Information (NAICS 51), Real Estate (NAICS 52), Finance and Insurance (NAICS 53), Professional-Technical (NAICS 54), Management of Companies (NAICS 55), Administrative-Waste Remediation (NAICS 56). This sector group also includes Public Administration (NAICS 92) and Utilities (NAICS 22).
- Education and Other Services are both projected to generate over 400 cumulative openings requiring Some College\Post-Secondary Non-Degree Awards over the next ten years (Figure 7). Armed Forces is projected to generate over 200 cumulative civilian openings between 2019 and 2028.

Figure 7. Ten-Year 2019-2028 Cumulative Openings: Only Openings Requiring Some College and\or Post-Secondary Non-Degree by Broad Economic Sectors: Eastern Sierra Sub-Region



- Of the 3,550 cumulative openings over the next ten years requiring Some College or a Post-Secondary Non-Degree Award, 760 are in Installation, Maintenance and Repair occupations (Figure 8). Health-related occupations will generate significant openings, with 520 in Healthcare Support and another 300 in Healthcare Practitioners (Figure 5). EMSI projects almost 570 cumulative Community and Social Science openings, which will occur largely in the Education sector.

Figure 8. Ten-Year 2019-2028 Cumulative Openings: Only Openings Requiring Some College and/or Post-Secondary Non-Degree by Broad Occupational Categories: Eastern Sierra Sub-Region



Labor force trends

- There are 57,800 persons in the Eastern Sierra sub-region civilian labor force who are 16 and older, and of these, 49,400 work primarily for wages and are between the ages of 18 to 65 (Table 34).
- Slightly over 19,400 (39 percent) of the 49,400 persons reside in the Ridgecrest area of the Eastern Sierra sub-region, while approximately 17,800 (36 percent) are in the Muroc-Mojave area. The balance is in the Inyo-Mono area of the Eastern Sierra sub-region, or 12,200 (25 percent).

Table 35. Civilian Labor Force: Eastern Sierra Sub-Region, including Inyo-Mono Counties, Ridgecrest, and Muroc-Mojave Areas

	CIVILIAN LABOR FORCE (16+)			CIVILIAN LABOR FORCE (18-65)		
	TOTAL NUMBER OF CIVILIAN LABOR FORCE (16+)	TOTAL NUMBER OF EMPLOYED CIVILIAN LABOR FORCE (16+)	TOTAL NUMBER OF UNEMPLOYED CIVILIAN LABOR FORCE (16+)	TOTAL NUMBER OF CIVILIAN LABOR FORCE (18-65): WAGE WORKERS ONLY	TOTAL NUMBER OF EMPLOYED CIVILIAN LABOR FORCE (18-65): WAGE WORKERS ONLY	TOTAL NUMBER OF UNEMPLOYED CIVILIAN LABOR FORCE (18-65): WAGE WORKERS ONLY
EASTERN SIERRAS SUB-REGION						
Total	57,687	51,051	6,636	49,362	43,084	6,279
Inyo-Mono area	15,082	14,281	801	12,163	11,425	738
Ridgecrest area	22,267	19,805	2,462	19,406	17,068	2,338
Muroc-Mojave area	20,338	16,965	3,373	17,793	14,591	3,203

- There are 30,600 persons between 18 and 65 who are employed on a fully-utilized basis, 12,500 who are employed but on an under-utilized basis, and another 6,300 who are unemployed (Table 35).
- There are 10,100 persons between 18 and 65 who are not in the labor force but have previous wage-working or self-employment experience (Table 35). Almost 30 percent of these persons have a Some College educational background, versus the 22 percent rate for the KCCD region.
- Slightly over half of all unemployed persons in the Eastern Sierra sub-region are in the Muroc-Mojave Area, at 3,200 out of 6,300 (Table 36).
- The number of under-utilized labor force is almost the same across the three areas of the Eastern Sierra sub-region. Both Inyo-Mono area and the Muroc-Mojave area have approximately 4,000 under-utilized persons in the labor force, with the Ridgecrest area at 4,500.
- Unemployed persons in this sub-region with no more than a High School Diploma\GED exhibit an unemployment rate (15.4 percent) that is almost one percentage-point higher than the unemployment rate (14.7 percent) for persons with the same educational background in the KCCD region as a whole (Table 37). It is important to note that these unemployment rates are the annual average for the five-year period between 2012 and 2016.
- The Inyo-Mono area overall unemployment rate (6.1 percent) is significantly lower than both the sub-regional (12.7 percent) and KCCD regional (12.8 percent) rates (Table 35).
- The unemployment rate (16.1 percent) for persons in Muroc-Mojave area with Some College is almost five percentage points higher than the comparable regional (11.7 percent) and sub-regional unemployment rates (11.5 percent) (Table 37).

Table 36. Labor Force Trends: Eastern Sierra Region

WORKER/EDUCATIONAL CATEGORY	KCCD	PERCENTAGE	EASTERN SIERRAS	PERCENTAGE
Employed Persons (18-65): Fully-Utilized*	231,908	100%	30,625	100%
Did not finish high school	43,576	19%	2,851	9%
High School Dipl. Or GED	65,889	28%	8,585	28%
Some College (Not In School)	53,574	23%	8,220	27%
Some College (Still Attending)	5,770	2%	835	3%
AA	18,031	8%	3,763	12%
BA or higher	45,067	19%	6,370	21%
Employed Persons (18-65): Under-Utilized	103,531	100%	12,458	100%
Did not finish high school	23,782	23%	1,448	12%
High School Dipl. Or GED	28,412	27%	3,298	26%
Some College (Not In School)	17,669	17%	2,964	24%
Some College (Still Attending)	12,221	12%	1,553	12%
AA	7,786	8%	1,350	11%
BA or higher	13,660	13%	1,846	15%
Unemployed (18-65) Persons**	49,143	100%	6,279	100%
Did not finish high school	14,589	30%	1,280	20%
High School Dipl. Or GED	16,284	33%	2,168	35%
Some College (Not In School)	9,409	19%	1,454	23%
Some College (Still Attending)	3,695	8%	588	9%
AA	2,431	5%	339	5%
BA or higher	2,736	6%	450	7%
Not in the Labor Force (18-65)***	65,214	100%	10,081	100%
Did not finish high school	16,531	25%	2,078	21%
High School Dipl. Or GED	18,741	29%	2,643	26%
Some College (Not In School)	14,252	22%	2,931	29%
Some College (Still Attending)	4,258	7%	447	4%
AA	4,572	7%	815	8%
BA or higher	6,859	11%	1,165	12%

Source: ADE, Inc., based on US Census ACS PUMS 1-Year Samples 2012 through 2016 via IPUMS, US Census ACS 5-Year 2012-2016 Census Tract and Block Group Data, and ESRI GIS ArcView 10. (*Note: "Fully-utilized" employed persons are those who work full-time (38+ hours per week) and who work at least 50 weeks per year. Self-employed persons are not included. \ ** Note: Unemployed persons include unemployed with previous wage-work experience, the long-term unemployed, and unemployed with previous self-employment experience. Also: Unemployment rates only for 5-year 2012-2016 period. \ ***Note: Not in labor force limited to persons with previous wage-work experience or self-employment experience.

Table 37. Labor Force Trends: Eastern Sierra Region: Inyo-Mono Counties, Ridgecrest Area, and Muroc-Mojave Area

WORKER/EDUCATIONAL CATEGORY	EASTERN SIERRAS	INYO-MONO AREA	RIDGECREST AREA	MUROC-MOJAVE AREA
Employed Persons (18-65): Fully-Utilized*	30,625	7,431	12,618	10,576
Did not finish high school	2,851	500	1,210	1,142
High School Dipl. Or GED	8,585	1,990	3,420	3,175
Some College (Not In School)	8,220	2,054	3,228	2,939
Some College (Still Attending)	835	147	382	306
AA	3,763	882	1,719	1,162
BA or higher	6,370	1,858	2,660	1,851
Employed Persons (18-65): Under-Utilized	12,458	3,994	4,450	4,015
Did not finish high school	1,448	404	530	514
High School Dipl. Or GED	3,298	1,115	1,107	1,076
Some College (Not In School)	2,964	1,071	1,018	875
Some College (Still Attending)	1,553	303	627	622
AA	1,350	414	537	399
BA or higher	1,846	687	630	529
Unemployed (18-65) Persons**	6,279	738	2,338	3,203
Did not finish high school	1,280	67	512	701
High School Dipl. Or GED	2,168	256	807	1,105
Some College (Not In School)	1,454	189	532	733
Some College (Still Attending)	588	61	225	302
AA	339	64	117	158
BA or higher	450	100	146	204
Not in the Labor Force (18-65)	10,081	1,666	4,451	3,964
Did not finish high school	2,078	221	997	861
High School Dipl. Or GED	2,643	425	1,174	1,045
Some College (Not In School)	2,931	551	1,256	1,123
Some College (Still Attending)	447	76	190	181
AA	815	145	351	320
BA or higher	1,165	248	483	434

Table 38. Comparison of Unemployment Rates by Educational Attainment: KCCD Region, Eastern Sierra Sub-region and Three Areas within the Eastern Sierra Sub-Region

WORKER/EDUCATIONAL CATEGORY	KCCD REGION	EASTERN SIERRAS	INYO-MONO AREAS	RIDGECREST AREA	MUROC-MOJAVE AREA
Unemployed (18-65) Persons**	12.8%	12.7%	6.1%	12.0%	18.0%
Did not finish high school	17.8%	22.9%	6.9%	22.7%	29.7%
High School Dipl. Or GED	14.7%	15.4%	7.6%	15.1%	20.6%
Some College (Not In School)	11.7%	11.5%	5.7%	11.1%	16.1%
Some College (Still Attending)	17.0%	19.7%	11.9%	18.2%	24.5%
AA	8.6%	6.2%	4.7%	4.9%	9.2%
BA or higher	4.5%	5.2%	3.8%	4.2%	7.9%

- There are an estimated 15,500 persons between 18 and 65 persons who might be interested in training for more advanced and permanent positions (Table 38). The 15,500 persons may be interested in training because they are either underemployed or unemployed and have either a High School Diploma or have had Some College experience.
- Of the 15,500 persons, 9,900 are currently in the labor force (6,300 are underemployed and 3,600 are unemployed), and 5,600 are not in the labor force. The 5,600 persons not in the labor force are between 18 and 65 and exhibited previous wage-working or self-employment experience.
- There are 6,300 under-utilized persons in the labor force and, of these, 3,300 have at most a High School Diploma\GED and another 2,900 have Some College (Table 38).
- There are 3,600 unemployed persons in this sub-region, of which 2,200 have a High School Diploma and 1,400 have Some College (Table 38).
- Most (1,100) of the 3,600 unemployed persons previously worked in "Other Services," which is a catch-all label that includes Retail, Food-Beverage, Accommodation, Entertainment-Recreation, and Other Services sectors. There are almost 1,600 persons working part-time in "Professional Services," which includes Public Administration, Information, Real Estate, Finance and Insurance, Administrative Support-Waste Remediation, and Utilities (Table 38).

Table 39. Under-Utilized Employed Labor Force, Unemployed Labor Force, and Select Persons Not in the Labor Force by Select Educational Attainment Levels, By Sector Groups, and Occupational Groups: Eastern Sierra Sub-Region

SECTOR GROUPS AND BROAD OCCUPATIONAL CATEGORIES	TOTAL			UNDER-UTILIZED LABOR FORCE*			UNEMPLOYED LABOR FORCE			NOT IN LABOR FORCE**		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB-TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB-TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB-TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE
Total	15,457	8,109	7,348	6,261	3,298	2,964	3,622	2,168	1,454	5,574	2,643	2,931
- Mgt., bus., sci., arts	2,158	777	1,381	1,150	491	659	203	93	111	804	193	611
- Services	4,522	2,570	1,952	2,147	1,278	869	719	385	334	1,657	907	749
- Sales and office	4,163	2,073	2,090	1,794	833	961	857	539	318	1,511	701	811
- Nat. res., const., maint.	2,021	1,220	802	568	361	207	706	393	313	747	466	281
- Prod., transp., materials	1,767	886	881	601	335	266	311	175	136	854	376	478
-Long-Term Unemployed	826	583	242	0	0	0	826	583	242	0	0	0
Agriculture and Natural Resources	519	351	168	143	74	68	165	123	42	212	154	57
- Mgt., bus., sci., arts	22	6	16	6	6	0	1	0	0	16	0	16
- Services	42	2	40	40	0	40	0	0	0	2	2	0
- Sales and office	57	43	15	13	3	10	11	11	0	34	29	5
- Nat. res., const., maint.	365	283	82	70	66	4	137	96	41	158	121	37
- Prod., transp., materials	32	18	14	14	0	14	16	16	0	1	1	0
Construction	1,181	671	510	345	158	188	401	242	159	435	272	164
- Mgt., bus., sci., arts	55	30	25	18	10	8	15	12	3	21	8	13
- Services	30	30	0	0	0	0	30	30	0	0	0	0
- Sales and office	78	9	69	38	0	38	28	8	20	12	1	11
- Nat. res., const., maint.	928	588	340	249	137	112	285	192	93	394	259	135
- Prod., transp., materials	91	14	77	40	10	30	43	1	42	8	3	5
Manufacturing	760	366	395	236	176	61	107	68	38	418	122	296
- Mgt., bus., sci., arts	54	7	47	11	0	11	20	1	19	23	6	17
- Services	25	24	1	0	0	0	1	0	1	24	24	0
- Sales and office	109	29	80	18	11	7	7	0	7	83	17	66
- Nat. res., const., maint.	88	47	42	30	26	4	5	5	1	53	16	37
- Prod., transp., materials	484	260	224	177	138	39	73	63	10	234	59	175

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SECTOR GROUPS AND BROAD OCCUPATIONAL CATEGORIES	TOTAL			UNDER-UTILIZED LABOR FORCE*			UNEMPLOYED LABOR FORCE			NOT IN LABOR FORCE**		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE
Utilities	98	15	83	50	1	49	15	0	15	33	14	19
- Mgt., bus., sci., arts	33	0	33	13	0	13	15	0	15	5	0	5
- Services	10	10	0	1	1	0	0	0	0	9	9	0
- Sales and office	9	0	8	0	0	0	0	0	0	8	0	8
- Nat. res., const., maint.	18	4	14	12	0	12	0	0	0	7	4	2
- Prod., transp., materials	29	1	28	25	0	25	0	0	0	4	1	3
Education	1,038	454	584	666	297	369	126	71	55	246	86	159
- Mgt., bus., sci., arts	490	236	254	329	163	165	31	24	7	130	48	82
- Services	345	158	187	176	81	95	87	47	41	82	31	51
- Sales and office	138	41	97	114	36	79	8	0	8	16	5	11
- Nat. res., const., maint.	3	0	3	1	0	1	0	0	0	2	0	2
- Prod., transp., materials	63	20	43	47	18	29	0	0	0	16	2	14
Health	1,439	619	820	574	235	339	227	82	145	638	302	336
- Mgt., bus., sci., arts	317	159	158	267	135	132	8	0	8	41	24	18
- Services	857	387	470	175	67	108	150	62	89	532	258	274
- Sales and office	220	60	160	113	32	81	68	20	48	39	8	31
- Nat. res., const., maint.	13	0	13	0	0	0	0	0	0	13	0	13
- Prod., transp., materials	32	13	19	19	0	19	0	0	0	12	12	0
Professional Services	2,939	1,353	1,586	1,184	565	620	481	259	221	1,274	529	744
- Mgt., bus., sci., arts	577	98	479	254	35	219	29	9	21	294	54	239
- Services	991	613	378	399	307	91	142	78	64	450	227	222
- Sales and office	1,014	465	550	452	175	277	158	112	46	404	177	227
- Nat. res., const., maint.	201	105	95	35	23	11	119	43	76	47	38	8
- Prod., transp., materials	156	72	83	45	24	21	31	17	14	80	32	48
Logistics	699	434	265	212	141	71	82	38	45	404	255	149
- Mgt., bus., sci., arts	95	32	62	54	30	24	0	0	0	41	3	38

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SECTOR GROUPS AND BROAD OCCUPATIONAL CATEGORIES	TOTAL			UNDER-UTILIZED LABOR FORCE *			UNEMPLOYED LABOR FORCE			NOT IN LABOR FORCE**		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE
- Services	39	36	2	2	0	2	0	0	0	36	36	0
- Sales and office	145	77	68	37	20	17	27	2	25	80	54	26
- Nat. res., const., maint.	46	46	0	43	43	0	0	0	0	2	2	0
- Prod., transp., materials	375	242	133	76	48	28	55	35	20	244	160	85
Other services	5,753	3,196	2,557	2,851	1,652	1,199	1,146	666	480	1,757	878	878
- Mgt., bus., sci., arts	408	209	199	199	112	87	82	47	34	128	50	78
- Services	2,182	1,310	872	1,355	822	533	307	168	139	520	320	200
- Sales and office	2,332	1,306	1,027	1,009	556	454	515	356	159	808	394	414
- Nat. res., const., maint.	343	141	202	129	66	64	156	56	100	57	19	38
- Prod., transp., materials	488	231	257	158	97	61	86	39	47	244	96	148
Armed Forces	205	66	139	0	0	0	46	36	11	158	30	128
- Mgt., bus., sci., arts	107	0	107	0	0	0	2	0	2	105	0	105
- Services	2	0	2	0	0	0	0	0	0	2	0	2
- Sales and office	61	44	18	0	0	0	35	29	5	27	14	12
- Nat. res., const., maint.	17	6	11	0	0	0	3	1	2	14	5	9
- Prod., transp., materials	18	16	2	0	0	0	7	5	2	11	11	0
Long-Term Unemployed	826	583	242	0	0	0	826	583	242	0	0	0

Labor force to job openings comparisons

- The number (2,300) of openings in occupations requiring either a High School Diploma\GED or Some College currently trails the number (3,600) of unemployed persons between 18 and 65 and in the civilian labor force with the requisite educational background (Table 39). Based on a gross-level comparison of the typical number of openings a year to the total number of unemployed persons, it will take approximately one-year and six-months for the openings to absorb the unemployed labor force.
- It is important to note that the degree to which openings can absorb the sub-region's unemployed labor force varies by sector and by educational qualifications. For instance, the number of openings requiring a High School Diploma (1,950) matches well with the number of unemployed persons with a High School Diploma (1,580 [excluding long-term unemployed persons]) (Table 39). However, the number of unemployed persons with Some College background (1,200 [excluding long-term unemployed]) is almost four times higher than the number of annual openings requiring either Some College or Post-Secondary Non-Degree Award –it will take four years for these openings to absorb their corresponding unemployed labor force.
- There are enough Services occupation openings in the Health sector to accommodate the number of unemployed persons with the same backgrounds. There are 62 unemployed persons with a High School Diploma who worked in Services occupations in the Health sector, versus 89 openings in Health sector Services occupations requiring a High School Diploma (Table 39). There are 89 unemployed persons with Some College, Services occupation, and Health sector backgrounds, versus 51 openings for persons with similar backgrounds.
- Similar to the situation in Health Care, there are enough openings in a number of occupational categories within the Professional Services sector to immediately absorb unemployed persons who previously worked in Professional Services (Table 39).

Table 40. Comparison of Unemployed Labor Force and 2018 and 2019-2028 Ten-Year Cumulative Job Openings: Eastern Sierra Sub-Region

OCCUPATIONAL GROUPS BY SECTOR GROUPS	UNEMPLOYED LABOR FORCE			YEAR 2018 OPENINGS			2019-2028 10-YEAR CUMULATIVE OPENINGS		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)
Total	3,622	2,168	1,454	2,301	1,956	344	22,557	19,001	3,556
- Mgt., bus., sci., arts	203	93	111	175	103	73	1,701	997	704
- Services	719	385	334	652	535	117	6,477	5,313	1,164
- Sales and office	857	539	318	718	670	47	7,017	6,554	463
- Nat. res., const., maint.	706	393	313	171	171	0	1,640	1,640	0
- Prod., transp., materials	311	175	136	584	477	108	5,722	4,497	1,225
- Long-Term Unemploy.	826	583	242	0	0	0	0	0	0
Agriculture - Nat. Res.	165	123	42	96	86	9	873	783	90
- Mgt., bus., sci., arts	1	0	0	1	1	0	8	8	0
- Services	0	0	0	0	0	0	4	3	1
- Sales and office	11	11	0	11	11	1	107	99	8
- Nat. res., const., maint.	137	96	41	41	41	0	372	372	0
- Prod., transp., materials	16	16	0	42	33	8	383	301	82
Construction	401	242	159	100	96	4	996	953	43
- Mgt., bus., sci., arts	15	12	3	1	1	0	15	14	0
- Services	30	30	0	0	0	0	1	1	0
- Sales and office	28	8	20	12	12	1	126	117	9
- Nat. res., const., maint.	285	192	93	72	72	0	716	716	0
- Prod., transp., materials	43	1	42	14	11	3	139	105	34
Manufacturing	107	68	38	163	150	14	1,535	1,392	143
- Mgt., bus., sci., arts	20	1	19	4	3	1	37	31	5
- Services	1	0	1	1	1	0	9	8	1
- Sales and office	7	0	7	22	20	1	211	196	14
- Nat. res., const., maint.	5	5	1	3	3	0	23	23	0
- Prod., transp., materials	73	63	10	134	123	11	1,255	1,133	122
Education	126	71	55	136	81	56	1,232	827	405
- Mgt., bus., sci., arts	31	24	7	53	21	32	521	212	309
- Services	87	47	41	38	19	19	230	188	42
- Sales and office	8	0	8	36	33	3	377	350	28
- Nat. res., const., maint.	0	0	0	1	1	0	10	10	0
- Prod., transp., materials	0	0	0	9	7	2	93	68	26
Health	227	82	145	209	148	61	2,138	1,497	641
- Mgt., bus., sci., arts	8	0	8	10	5	5	98	51	47
- Services	150	62	89	141	89	51	1,470	925	544

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OCCUPATIONAL GROUPS BY SECTOR GROUPS	UNEMPLOYED LABOR FORCE			YEAR 2018 OPENINGS			2019-2028 10-YEAR CUMULATIVE OPENINGS		
	TOTAL	HIGH SCHOOL DIPLOMA OR GED	SOME COLLEGE	TOTAL	HIGH SCHOOL DIPLOMA OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)	TOTAL	HIGH SCHOOL DIPLOMA OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)
- Sales and office	68	20	48	52	48	4	510	473	37
- Nat. res., const., maint.	0	0	0	1	1	0	7	7	0
- Prod., transp., materials	0	0	0	6	5	1	53	41	12
Professional Services	496	259	237	950	826	124	9,494	8,088	1,406
- Mgt., bus., sci., arts	44	9	36	84	54	30	810	519	291
- Services	142	78	64	306	272	34	3,119	2,674	445
- Sales and office	159	112	46	327	304	23	3,210	2,982	228
- Nat. res., const., maint.	119	43	76	46	46	0	443	443	0
- Prod., transp., materials	31	17	14	187	151	36	1,911	1,470	442
Logistics	82	38	45	71	59	12	701	571	130
- Mgt., bus., sci., arts	0	0	0	1	1	0	6	5	0
- Services	0	0	0	4	4	0	43	41	2
- Sales and office	27	2	25	26	24	2	243	225	18
- Nat. res., const., maint.	0	0	0	1	1	0	5	5	0
- Prod., transp., materials	55	35	20	39	30	10	405	296	110
Other Services	1,146	666	480	503	456	46	4,880	4,408	472
- Mgt., bus., sci., arts	82	47	34	17	13	4	158	125	34
- Services	307	168	139	150	141	9	1,480	1,391	90
- Sales and office	515	356	159	223	211	12	2,154	2,042	111
- Nat. res., const., maint.	156	56	100	3	3	0	24	24	0
- Prod., transp., materials	86	39	47	111	89	22	1,064	827	237
Armed Forces	46	36	11	72	53	19	707	481	226
- Mgt., bus., sci., arts	2	0	2	5	4	2	49	32	17
- Services	0	0	0	12	9	2	121	83	38
- Sales and office	35	29	5	9	8	1	80	70	10
- Nat. res., const., maint.	3	1	2	4	4	0	40	40	0
- Prod., transp., materials	7	5	2	42	28	14	418	257	161
Long-Term Unemploy.	826	583	242	0	0	0	0	0	0

- There are approximately 6,300 persons employed in an underutilized manner. Along with the unemployed, these underutilized workers might be interested in training for more advanced and permanent positions. These underutilized workers have either a High School Diploma\GED or Some College. The amount of underutilized labor force exceeds the current number of openings, or 2,300 openings (Table 40).

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Table 41. Comparison of Underutilized Labor Force and 2018 and 2019-2028 Ten-Year Cumulative Job Openings: Eastern Sierra Sub-Region

OCCUPATIONAL GROUPS BY SECTOR GROUPS	UNEMPLOYED LABOR FORCE			YEAR 2018 OPENINGS			2019-2028 10-YEAR CUMULATIVE OPENINGS		
	TOTAL	HIGH SCHOOL DIPLOMA OR GED	SOME COLLEGE	TOTAL	HIGH SCHOOL DIPLOMA OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)	TOTAL	HIGH SCHOOL DIPLOMA OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)
Total	6,261	3,298	2,964	2,301	1,956	344	22,557	19,001	3,556
- Mgt., bus., sci., arts	1,150	491	659	175	103	73	1,701	997	704
- Services	2,147	1,278	869	652	535	117	6,477	5,313	1,164
- Sales and office	1,794	833	961	718	670	47	7,017	6,554	463
- Nat. res., const., maint.	568	361	207	171	171	0	1,640	1,640	0
- Prod., transp., materials	601	335	266	584	477	108	5,722	4,497	1,225
- Long-Term Unemploy.	0	0	0	0	0	0	0	0	0
Agriculture - Nat. Res.	143	74	68	96	86	9	873	783	90
- Mgt., bus., sci., arts	6	6	0	1	1	0	8	8	0
- Services	40	0	40	0	0	0	4	3	1
- Sales and office	13	3	10	11	11	1	107	99	8
- Nat. res., const., maint.	70	66	4	41	41	0	372	372	0
- Prod., transp., materials	14	0	14	42	33	8	383	301	82
Construction	345	158	188	100	96	4	996	953	43
- Mgt., bus., sci., arts	18	10	8	1	1	0	15	14	0
- Services	0	0	0	0	0	0	1	1	0
- Sales and office	38	0	38	12	12	1	126	117	9
- Nat. res., const., maint.	249	137	112	72	72	0	716	716	0
- Prod., transp., materials	40	10	30	14	11	3	139	105	34
Manufacturing	236	176	61	163	150	14	1,535	1,392	143
- Mgt., bus., sci., arts	11	0	11	4	3	1	37	31	5
- Services	0	0	0	1	1	0	9	8	1
- Sales and office	18	11	7	22	20	1	211	196	14
- Nat. res., const., maint.	30	26	4	3	3	0	23	23	0
- Prod., transp., materials	177	138	39	134	123	11	1,255	1,133	122
Education	666	297	369	136	81	56	1,232	827	405
- Mgt., bus., sci., arts	329	163	165	53	21	32	521	212	309
- Services	176	81	95	38	19	19	230	188	42
- Sales and office	114	36	79	36	33	3	377	350	28
- Nat. res., const., maint.	1	0	1	1	1	0	10	10	0
- Prod., transp., materials	47	18	29	9	7	2	93	68	26
Health	574	235	339	209	148	61	2,138	1,497	641
- Mgt., bus., sci., arts	267	135	132	10	5	5	98	51	47
- Services	175	67	108	141	89	51	1,470	925	544
- Sales and office	113	32	81	52	48	4	510	473	37

Kern AEP CONSORTIUM THREE-YEAR PLAN 2019-2022

OCCUPATIONAL GROUPS BY SECTOR GROUPS	UNEMPLOYED LABOR FORCE			YEAR 2018 OPENINGS			2019-2028 10-YEAR CUMULATIVE OPENINGS		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)
- Nat. res., const., maint.	0	0	0	1	1	0	7	7	0
- Prod., transp., materials	19	0	19	6	5	1	53	41	12
Professional Services	1,234	566	669	950	826	124	9,494	8,088	1,406
- Mgt., bus., sci., arts	267	35	232	84	54	30	810	519	291
- Services	399	308	91	306	272	34	3,119	2,674	445
- Sales and office	452	175	277	327	304	23	3,210	2,982	228
- Nat. res., const., maint.	46	23	23	46	46	0	443	443	0
- Prod., transp., materials	70	24	46	187	151	36	1,911	1,470	442
Logistics	212	141	71	71	59	12	701	571	130
- Mgt., bus., sci., arts	54	30	24	1	1	0	6	5	0
- Services	2	0	2	4	4	0	43	41	2
- Sales and office	37	20	17	26	24	2	243	225	18
- Nat. res., const., maint.	43	43	0	1	1	0	5	5	0
- Prod., transp., materials	76	48	28	39	30	10	405	296	110
Other Services	2,851	1,652	1,199	503	456	46	4,880	4,408	472
- Mgt., bus., sci., arts	199	112	87	17	13	4	158	125	34
- Services	1,355	822	533	150	141	9	1,480	1,391	90
- Sales and office	1,009	556	454	223	211	12	2,154	2,042	111
- Nat. res., const., maint.	129	66	64	3	3	0	24	24	0
- Prod., transp., materials	158	97	61	111	89	22	1,064	827	237
Armed Forces	0	0	0	72	53	19	707	481	226
- Mgt., bus., sci., arts	0	0	0	5	4	2	49	32	17
- Services	0	0	0	12	9	2	121	83	38
- Sales and office	0	0	0	9	8	1	80	70	10
- Nat. res., const., maint.	0	0	0	4	4	0	40	40	0
- Prod., transp., materials	0	0	0	42	28	14	418	257	161
Long-Term Unemploy.	0	0	0	0	0	0	0	0	0

Greater Bakersfield Sub-Region

Employment trends and projections

- The Greater Bakersfield sub-region has the most jobs in the KCCD region, at 253,800 (Table 41). Almost seventy-four percent of all jobs in the KCCD region are in this sub-region.
- Given the larger population residing in this sub-region compared to other KCCD sub-regions, Health (NAICS 62), Education (NAICS 61), Retail (NAICS 44-45), and the Public sector (NAICS 92) are key employing sectors in this area. These sectors employ 100,300 workers, or 39 percent of the total jobs.
- In the Greater Bakersfield sub-region, the Public sector (NAICS 92) accounts for almost seven percent of all jobs, compared to ten percent for the KCCD region as a whole.

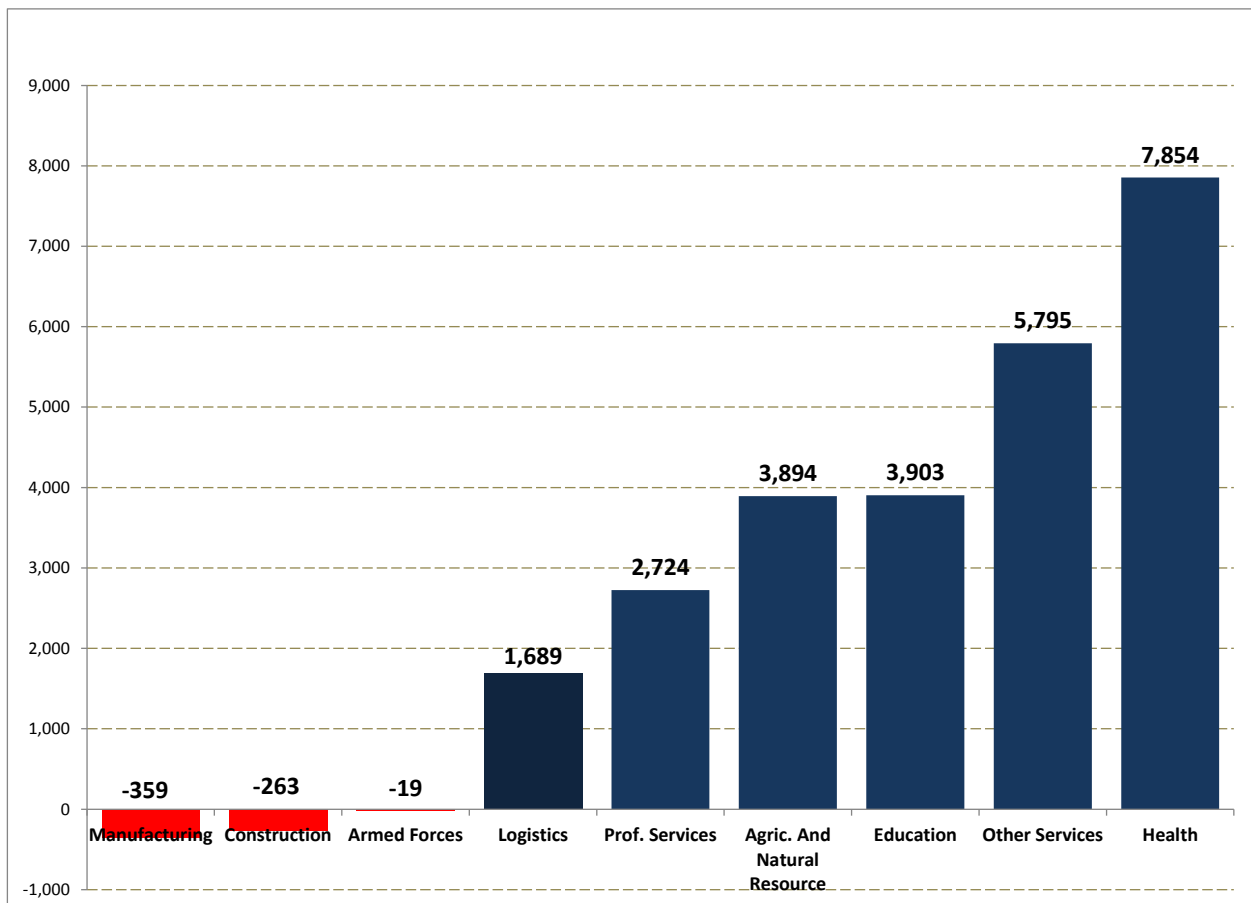
Table 42. Employment Trends and Projections: Greater Bakersfield Sub-Region: 2018-2028

NAICS	SECTORS	2018	2023	2028	2018	18-23 CHG	18-28 CHG	18-23 CAGR	23-28 CAGR
Total		253,805	269,652	279,024	100.0%	15,847	25,219	1.2%	0.7%
11	Agric.	46,982	49,598	51,075	18.5%	2,616	4,094	1.1%	0.6%
21	Mining	5,489	5,249	5,290	2.2%	-239	-199	-0.9%	0.2%
22	Utilities	744	719	685	0.3%	-24	-59	-0.7%	-1.0%
23	Construction	14,257	14,073	13,994	5.6%	-184	-263	-0.3%	-0.1%
31-33	Manufacturing	9,952	9,947	9,593	3.9%	-5	-359	0.0%	-0.7%
42	Wholesale	7,197	7,509	7,661	2.8%	312	464	0.9%	0.4%
44-45	Retail	26,470	27,988	28,822	10.4%	1,518	2,352	1.1%	0.6%
48	Transportation	5,283	5,497	5,539	2.1%	214	256	0.8%	0.2%
49	Warehousing	3,592	4,243	4,561	1.4%	651	969	3.4%	1.5%
51	Information	1,663	1,775	1,807	0.7%	112	144	1.3%	0.4%
52	Fin. and Ins.	4,899	4,686	4,520	1.9%	-213	-379	-0.9%	-0.7%
53	Real Estate	2,599	2,566	2,490	1.0%	-32	-109	-0.3%	-0.6%
54	Prof., Tech., Svcs.	6,930	6,706	6,510	2.7%	-224	-420	-0.7%	-0.6%
55	Mgmt. Of Cos.	3,297	3,577	3,720	1.3%	281	423	1.6%	0.8%
561	Admin. Svcs.	9,007	9,769	10,235	3.5%	762	1,228	1.6%	0.9%
562	Waste Mgt.	776	642	600	0.3%	-135	-176	-3.7%	-1.3%
61	Education	25,393	27,721	29,296	10.0%	2,328	3,903	1.8%	1.1%
62	Health	31,335	36,022	39,189	12.3%	4,687	7,855	2.8%	1.7%
71	Rec. Ent., etc.	2,224	2,295	2,305	0.9%	71	81	0.6%	0.1%
721	Lodging	1,542	1,570	1,583	0.6%	28	41	0.4%	0.2%
722	Food \Bev.	18,042	19,607	20,489	7.1%	1,565	2,447	1.7%	0.9%
81	Other Services	7,590	7,959	8,185	3.0%	370	595	1.0%	0.6%
92	Public Sector	17,138	18,371	19,210	6.8%	1,233	2,073	1.4%	0.9%
98	Armed Forces	668	654	649	0.3%	-15	-19	-0.4%	-0.1%
99	Unclassified	738	909	1,017	0.3%	171	279	4.3%	2.3%

Source: ADE, Inc., based on EMSI 2018 Q4 QCEW and Non-QCEW ZIP Code Employment Data

- The largest job-generating sector in the Greater Bakersfield sub-region is the Health sector, which is projected to increase by almost 7,900 new jobs over the next ten years (Figure 9). Following Health, Other Services is the next largest group of sectors in terms of job creation (5,800 net new jobs). This includes Retail (NAICS 44-45), Lodging (NAICS 721), Food-Beverage (NAICS 722), and Other Services (NAICS 81). Education and Agriculture-Natural Resources are expected to each increase by approximately 3,900 new jobs.

Figure 9. Net Change in Employment: 2018-2028: Greater Bakersfield Sub-Region



Job openings and projections

- The Greater Bakersfield sub-region as a whole averages almost 34,900 openings a year (Table 42). At 16,200, the bulk of the openings do not require a High School Diploma\GED, most of which are in traditional "services" occupations such as Food Preparation (3,600 openings), Sales and Related Occupations (2,700). There are typically 6,700 openings a year in ag-related occupations.

- Of the typical 34,900 openings in a given year, 1,800 are openings in occupations requiring a Post-Secondary Non-Degree award, including 550 in Healthcare Support and 250 in Healthcare Practitioners and Technical Occupations. Another 10,900 of the 34,900 annual openings require a High School Diploma\GED and, of these, 3,400 are openings in Office and Administrative Support Occupations.
- The most openings occur in the Services sector group, with 9,850 openings out of the total of 34,900 (Table 42). This sector is a catch-all label for Retail (NAICS 44-45), Arts-Entertainment-Recreation (NAICS 71), Food and Lodging (NAICS 72), and Other Services (NAICS 81).
- Of the 34,900 openings in the average year, 2,500 are in occupations requiring Some College or Post-Secondary Non-Degree Award (Table 44), with another 10,900 openings in occupations requiring a High School Diploma\GED (Table 45).
- On a cumulative basis over the ten-year 2019-2028 period, there is projected to be 24,700 openings in occupations that require Some College or a Post-Secondary Non-degree Award, with 8,500 of these cumulative openings occurring in the Health sector (Table 47). Slightly over 5,000 of the 8,500 Health sector openings are in Healthcare Support occupations, with another 1,900 openings in Healthcare Practitioners and Technical occupations. In contrast, 8,600 out of the 17,900 Health sector openings requiring a High School Diploma are in Personal Care and Services occupations (Table 48).

Table 43. Year 2018 and 10-Year 2019-2028 Cumulative Openings by Educational Requirements and Occupational Categories: Greater Bakersfield Sub-Region

OCCUPATIONAL CATEGORIES	ONE-YEAR 2018 OPENINGS						TEN-YEAR 2019-2028 CUMULATIVE OPENINGS					
	YEAR 2018 OPENINGS	LESS THAN HS DIPLOMA	HIGH SCHOOL DIPLOMA OR GED	POST-SECONDARY NON-DEGREE	SOME COLLEGE	AA OR HIGHER (AND OTHER)*	CUMULATIVE OPENINGS: 19-28	LESS THAN HS DIPLOMA	HIGH SCHOOL DIPLOMA OR GED	POST-SECONDARY NON-DEGREE	SOME COLLEGE	AA OR HIGHER (AND OTHER)*
Total	34,861	16,222	10,861	1,772	727	5,279	344,836	162,066	106,902	17,527	7,200	51,142
11 Management	1,030	0	229	0	0	801	9,997	0	2,225	0	0	7,772
13 Business and Financial Operations	720	3	38	3	0	676	7,033	33	315	33	0	6,651
15 Computer and Mathematical	215	0	0	0	37	177	2,070	0	0	0	365	1,706
17 Architecture and Engineering	358	0	12	0	0	346	3,375	0	121	0	0	3,254
19 Life, Physical, and Social Science	205	0	0	0	0	205	1,946	0	0	0	0	1,946
21 Community and Social Science	2,561	0	178	21	384	1,978	25,245	0	1,768	211	3,849	19,416
27 Arts, Design, Entertainment, Sports, Media	236	28	39	7	3	159	2,339	305	352	67	33	1,581
29 Healthcare Practitioners and Tech.	1,054	0	77	250	0	727	9,841	0	770	2,346	0	6,725
31 Healthcare Support	787	0	201	554	0	32	8,062	0	2,064	5,658	0	341
33 Protective Service	793	85	655	50	0	3	7,780	873	6,379	494	0	34
35 Food Preparation Serving, Related	3,845	3,615	227	3	0	0	39,063	36,754	2,275	33	0	0
37 Building and Grounds Cleaning and Maint.	888	818	70	0	0	0	8,965	8,269	696	0	0	0
39 Personal Care and Service	1,618	130	1,435	47	0	7	16,602	1,325	14,740	468	0	69
41 Sales and Related	3,550	2,736	738	0	0	76	35,228	27,294	7,197	0	0	737
43 Office and Administrative Support	3,688	0	3,368	0	289	32	36,174	0	33,034	0	2,825	315
45 Farming, Fishing, and Forestry	6,729	6,542	177	0	0	10	66,889	64,992	1,789	0	0	107
47 Construction and Extraction	1,518	667	851	0	0	0	14,702	6,447	8,254	0	0	1
49 Installation, Maintenance, Repair	1,147	0	803	320	13	10	11,255	0	7,909	3,117	127	102
51 Production	1,292	161	1,121	10	0	0	12,458	1,583	10,774	100	0	1
53 Transportation, Material Moving	2,594	1,437	642	508	0	7	25,497	14,191	6,239	4,998	0	68
55 Military-only	32	0	0	0	0	32	315	0	0	0	0	315
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0	0	0

Table 44. Year 2018 Openings by Industry Groups and Occupational Categories: Greater Bakersfield Sub-Region

Occupational Categories	2018 OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES*	LOGISTICS	OTHER SERVICES**	ARMED FORCES^
Total	34,861	8,502	1,700	1,244	2,912	3,898	5,570	1,128	9,850	57
11 Management Occupations	1,030	99	84	54	88	116	341	32	214	3
13 Business and Financial Operations Occupations	720	42	37	25	28	42	456	12	77	1
15 Computer and Mathematical Occupations	215	7	2	7	20	13	148	3	15	0
17 Architecture and Engineering Occupations	358	39	20	48	2	1	230	5	13	1
19 Life, Physical, and Social Science Occupations	205	27	0	14	29	22	107	1	4	0
21 Community and Social Science Occupations	2,561	5	0	0	1,800	330	304	0	121	1
27 Arts, Design, Entert., Sports, and Media Occupations	236	1	1	3	42	7	99	0	81	1
29 Healthcare Practitioners and Technical Occupations	1,054	4	2	1	36	849	89	1	71	1
31 Healthcare Support Occupations	787	2	0	0	10	704	45	0	26	0
33 Protective Service Occupations	793	6	1	2	41	32	651	3	55	2
35 Food Preparation and Serving Related Occupations	3,845	1	0	21	171	141	63	2	3,445	1
37 Building, Grounds Cleaning, Maintenance Occupations	888	82	9	12	145	96	359	7	180	0
39 Personal Care and Service Occupations	1,618	4	0	0	126	895	206	1	385	1
41 Sales and Related Occupations	3,550	60	42	50	11	19	418	22	2,928	0
43 Office and Administrative Support Occupations	3,688	258	153	104	268	564	1,235	228	877	2
45 Farming, Fishing, and Forestry Occupations	6,729	6,655	0	14	5	6	29	1	19	0
47 Construction and Extraction Occupations	1,518	291	1,061	21	7	3	115	6	14	1
49 Installation, Maintenance, and Repair Occupations	1,147	128	181	57	34	9	207	47	479	6
51 Production Occupations	1,292	217	42	604	3	15	162	25	223	1
53 Transportation and Material Moving Occupations	2,594	575	65	206	48	36	306	731	623	3
55 Military-only occupations	32	0	0	0	0	0	0	0	0	32
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

Source: ADE, Inc., based on EMSI 2018 Q4 ZIP Code Employment Data (*Note: "Professional Services" includes Information, Real Estate, Finance and Insurance, Admin-Waste, Utilities, and Public Administration. **Note: "Other Services" includes Retail, Food and Lodging, Arts-Recreation-Entertainment, Other Services, and Unclassified. ^Note: Armed Forces openings includes both civilians working in national security and strictly-military [i.e. non-civilians] personnel. Non-civilian military openings are "55 Military-only occupations".)

Table 45. Year 2018 Openings by Industry Groups and Occupational Categories: Greater Bakersfield Sub-Region: Openings Requiring Some College and or Post-Secondary Non-Degree Award

Occupational Categories	2018 OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES	LOGISTICS	OTHER SERVICES	ARMED FORCES
Total	2,500	177	79	72	352	832	398	176	409	6
11 Management Occupations	0	0	0	0	0	0	0	0	0	0
13 Business and Financial Operations Occupations	3	0	0	0	0	0	2	0	0	0
15 Computer and Mathematical Occupations	37	1	0	1	3	2	26	0	3	0
17 Architecture and Engineering Occupations	0	0	0	0	0	0	0	0	0	0
19 Life, Physical, and Social Science Occupations	0	0	0	0	0	0	0	0	0	0
21 Community and Social Science Occupations	405	1	0	0	284	52	48	0	19	0
27 Arts, Design, Entert., Sports, and Media Occupations	10	0	0	0	2	0	4	0	3	0
29 Healthcare Practitioners and Technical Occupations	250	1	0	0	8	201	21	0	17	0
31 Healthcare Support Occupations	554	1	0	0	7	495	32	0	18	1
33 Protective Service Occupations	50	0	0	0	3	2	41	0	3	0
35 Food Preparation and Serving Related Occupations	3	0	0	0	0	0	0	0	3	0
37 Building, Grounds Cleaning, Maintenance Occupations	0	0	0	0	0	0	0	0	0	0
39 Personal Care and Service Occupations	47	0	0	0	4	26	6	0	11	0
41 Sales and Related Occupations	0	0	0	0	0	0	0	0	0	0
43 Office and Administrative Support Occupations	289	20	12	8	21	44	97	18	69	0
45 Farming, Fishing, and Forestry Occupations	0	0	0	0	0	0	0	0	0	0
47 Construction and Extraction Occupations	0	0	0	0	0	0	0	0	0	0
49 Installation, Maintenance, and Repair Occupations	334	37	53	16	10	3	60	14	139	3
51 Production Occupations	10	2	0	5	0	0	1	0	2	0
53 Transportation and Material Moving Occupations	508	112	13	40	9	7	60	143	122	1
55 Military-only occupations	0	0	0	0	0	0	0	0	0	0

Table 46. Year 2018 Openings by Industry Groups and Occupational Categories: Greater Bakersfield Sub-Region: Openings Requiring High School Diploma/ GED Equivalent

Occupational Categories	2018 OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES	LOGISTICS	OTHER SERVICES	ARMED FORCES
Total	10,861	1,047	946	752	615	1,679	2,556	464	2,791	11
11 Management Occupations	229	22	19	12	19	26	76	7	48	1
13 Business and Financial Operations Occupations	38	2	2	1	1	2	24	1	4	0
15 Computer and Mathematical Occupations	0	0	0	0	0	0	0	0	0	0
17 Architecture and Engineering Occupations	12	1	1	2	0	0	8	0	0	0
19 Life, Physical, and Social Science Occupations	0	0	0	0	0	0	0	0	0	0
21 Community and Social Science Occupations	178	0	0	0	125	23	21	0	8	0
27 Arts, Design, Entert., Sports, and Media Occupations	39	0	0	1	7	1	16	0	13	0
29 Healthcare Practitioners and Technical Occupations	77	0	0	0	3	62	6	0	5	0
31 Healthcare Support Occupations	201	1	0	0	3	180	12	0	7	0
33 Protective Service Occupations	655	5	1	1	34	26	538	3	45	2
35 Food Preparation and Serving Related Occupations	227	0	0	1	10	8	4	0	203	0
37 Building, Grounds Cleaning, Maintenance Occupations	70	6	1	1	11	8	28	1	14	0
39 Personal Care and Service Occupations	1,435	3	0	0	112	794	182	1	342	0
41 Sales and Related Occupations	738	12	9	10	2	4	87	5	608	0
43 Office and Administrative Support Occupations	3,368	235	140	95	245	515	1,128	208	801	2
45 Farming, Fishing, and Forestry Occupations	177	175	0	0	0	0	1	0	0	0
47 Construction and Extraction Occupations	851	163	595	12	4	2	64	3	8	1
49 Installation, Maintenance, and Repair Occupations	803	90	127	40	24	6	145	33	335	4
51 Production Occupations	1,121	188	37	524	2	13	140	22	194	1
53 Transportation and Material Moving Occupations	642	142	16	51	12	9	76	181	154	1
55 Military-only occupations	0	0	0	0	0	0	0	0	0	0
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

**Table 47. 2019-2028 10-Year Cumulative Openings by Industry Groups and Occupational Categories:
Greater Bakersfield Sierra Sub-Region**

Occupational Categories	2019-2028 10-YEAR CUMULATIVE OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES	LOGISTICS	OTHER SERVICES	ARMED FORCES
Total	344,836	83,994	16,041	11,667	28,875	40,430	53,816	11,489	97,979	544
11 Management Occupations	9,997	915	768	493	884	1,246	3,265	319	2,082	25
13 Business and Financial Operations Occupations	7,033	372	348	238	290	462	4,436	128	747	12
15 Computer and Mathematical Occupations	2,070	58	17	70	199	135	1,420	26	142	4
17 Architecture and Engineering Occupations	3,375	287	189	459	19	10	2,221	52	131	8
19 Life, Physical, and Social Science Occupations	1,946	220	0	122	295	239	1,020	6	43	3
21 Community and Social Science Occupations	25,245	32	2	2	17,591	3,559	2,905	2	1,142	10
27 Arts, Design, Entert., Sports, and Media Occupations	2,339	9	10	31	440	80	954	3	805	6
29 Healthcare Practitioners and Technical Occupations	9,841	34	13	12	329	8,043	767	7	630	7
31 Healthcare Support Occupations	8,062	20	0	0	104	7,251	421	0	263	4
33 Protective Service Occupations	7,780	53	11	15	411	334	6,386	34	514	21
35 Food Preparation and Serving Related Occupations	39,063	6	0	195	1,761	1,513	627	24	34,928	8
37 Building, Grounds Cleaning, Maintenance Occupations	8,965	824	79	114	1,504	1,024	3,563	75	1,780	2
39 Personal Care and Service Occupations	16,602	34	0	2	1,238	9,703	1,951	13	3,657	4
41 Sales and Related Occupations	35,228	582	387	471	105	195	4,099	231	29,157	0
43 Office and Administrative Support Occupations	36,174	2,458	1,405	957	2,710	5,912	11,976	2,272	8,466	19
45 Farming, Fishing, and Forestry Occupations	66,889	66,150	5	138	53	63	285	13	182	0
47 Construction and Extraction Occupations	14,702	2,930	10,171	200	70	34	1,085	56	147	11
49 Installation, Maintenance, and Repair Occupations	11,255	1,263	1,684	525	351	94	2,080	448	4,757	53
51 Production Occupations	12,458	2,138	392	5,727	27	157	1,519	273	2,220	6
53 Transportation and Material Moving Occupations	25,497	5,612	562	1,896	493	377	2,837	7,508	6,186	26
55 Military-only occupations	315	0	0	0	0	0	0	0	0	315
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

Table 48. 2019-2028 10-Year Cumulative Openings by Industry Groups and Occupational Categories: Greater Bakersfield Sub-Region: Openings Requiring Some College and or Post-Secondary Non-Degree Award

Occupational Categories	2019-2028 10-YEAR CUMULATIVE OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES	LOGISTICS	OTHER SERVICES	ARMED FORCES
Total	24,727	1,715	716	662	3,506	8,464	3,816	1,789	4,004	55
11 Management Occupations	0	0	0	0	0	0	0	0	0	0
13 Business and Financial Operations Occupations	33	2	2	1	1	2	21	1	4	0
15 Computer and Mathematical Occupations	365	10	3	12	35	24	250	5	25	1
17 Architecture and Engineering Occupations	0	0	0	0	0	0	0	0	0	0
19 Life, Physical, and Social Science Occupations	0	0	0	0	0	0	0	0	0	0
21 Community and Social Science Occupations	4,061	5	0	0	2,829	572	467	0	184	3
27 Arts, Design, Entert., Sports, and Media Occupations	100	0	0	1	19	3	41	0	34	0
29 Healthcare Practitioners and Technical Occupations	2,346	8	3	3	78	1,917	183	2	150	3
31 Healthcare Support Occupations	5,658	14	0	0	73	5,086	295	0	184	5
33 Protective Service Occupations	494	3	1	1	26	21	404	2	33	2
35 Food Preparation and Serving Related Occupations	33	0	0	0	2	1	1	0	30	0
37 Building, Grounds Cleaning, Maintenance Occupations	0	0	0	0	0	0	0	0	0	0
39 Personal Care and Service Occupations	468	1	0	0	35	273	55	0	103	0
41 Sales and Related Occupations	0	0	0	0	0	0	0	0	0	0
43 Office and Administrative Support Occupations	2,825	192	110	75	212	462	935	177	661	3
45 Farming, Fishing, and Forestry Occupations	0	0	0	0	0	0	0	0	0	0
47 Construction and Extraction Occupations	0	0	0	0	0	0	0	0	0	0
49 Installation, Maintenance, and Repair Occupations	3,245	363	484	151	101	27	597	129	1,366	27
51 Production Occupations	100	17	3	46	0	1	12	2	18	0
53 Transportation and Material Moving Occupations	4,998	1,099	110	371	97	74	556	1,471	1,212	9
55 Military-only occupations	0	0	0	0	0	0	0	0	0	0
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

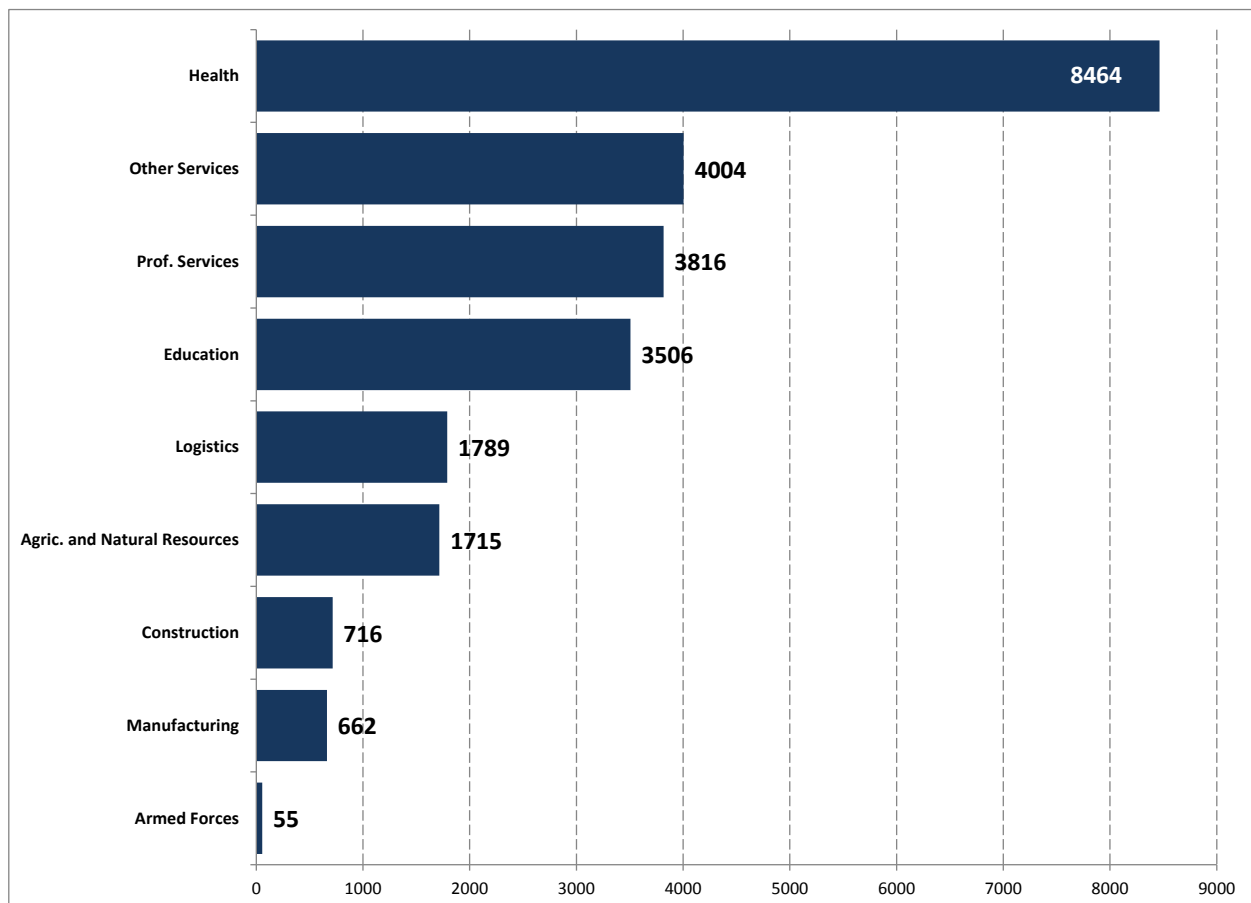
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Table 49. 2019-2028 10-Year Cumulative Openings by Industry Groups and Occupational Categories: Greater Bakersfield Sub-Region: Openings Requiring High School Diploma/ GED Equivalent

Occupational Categories	2019-2028 10-YEAR CUMULATIVE OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES*	LOGISTICS	OTHER SERVICES**	ARMED FORCES^
Total	106,902	10,267	8,943	7,048	6,145	17,854	24,662	4,668	27,212	103
11 Management Occupations	2,225	204	171	110	197	277	727	71	463	6
13 Business and Financial Operations Occupations	315	17	16	11	13	21	199	6	33	1
15 Computer and Mathematical Occupations	0	0	0	0	0	0	0	0	0	0
17 Architecture and Engineering Occupations	121	10	7	16	1	0	80	2	5	0
19 Life, Physical, and Social Science Occupations	0	0	0	0	0	0	0	0	0	0
21 Community and Social Science Occupations	1,768	2	0	0	1,232	249	203	0	80	1
27 Arts, Design, Entert., Sports, and Media Occupations	352	1	2	5	66	12	144	0	121	1
29 Healthcare Practitioners and Technical Occupations	770	3	1	1	26	629	60	1	49	1
31 Healthcare Support Occupations	2,064	5	0	0	27	1,856	108	0	67	1
33 Protective Service Occupations	6,379	43	9	12	337	274	5,236	28	422	17
35 Food Preparation and Serving Related Occupations	2,275	0	0	11	103	88	37	1	2,034	0
37 Building, Grounds Cleaning, Maintenance Occupations	696	64	6	9	117	79	277	6	138	0
39 Personal Care and Service Occupations	14,740	30	0	1	1,099	8,615	1,732	12	3,247	4
41 Sales and Related Occupations	7,197	119	79	96	22	40	837	47	5,957	0
43 Office and Administrative Support Occupations	33,034	2,245	1,283	874	2,475	5,399	10,936	2,075	7,731	17
45 Farming, Fishing, and Forestry Occupations	1,789	1,769	0	4	1	2	8	0	5	0
47 Construction and Extraction Occupations	8,254	1,645	5,710	112	40	19	609	31	82	6
49 Installation, Maintenance, and Repair Occupations	7,909	887	1,183	369	247	66	1,462	315	3,343	37
51 Production Occupations	10,774	1,849	339	4,953	24	136	1,314	236	1,919	5
53 Transportation and Material Moving Occupations	6,239	1,373	138	464	121	92	694	1,837	1,514	6
55 Military-only occupations	0	0	0	0	0	0	0	0	0	0
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

- Health sector openings requiring Some College or Post-Secondary Non-Degree Awards are expected to increase cumulatively by 8,500 positions over the next ten years, which is more than double the next largest sector group, Other Services, at 4,000 cumulative openings, as well as Professional Services (3,800)(Figure 10).² Education is projected to generate 3,500 cumulative openings requiring Some College\Post-Secondary Non-Degree Awards over the next ten years.

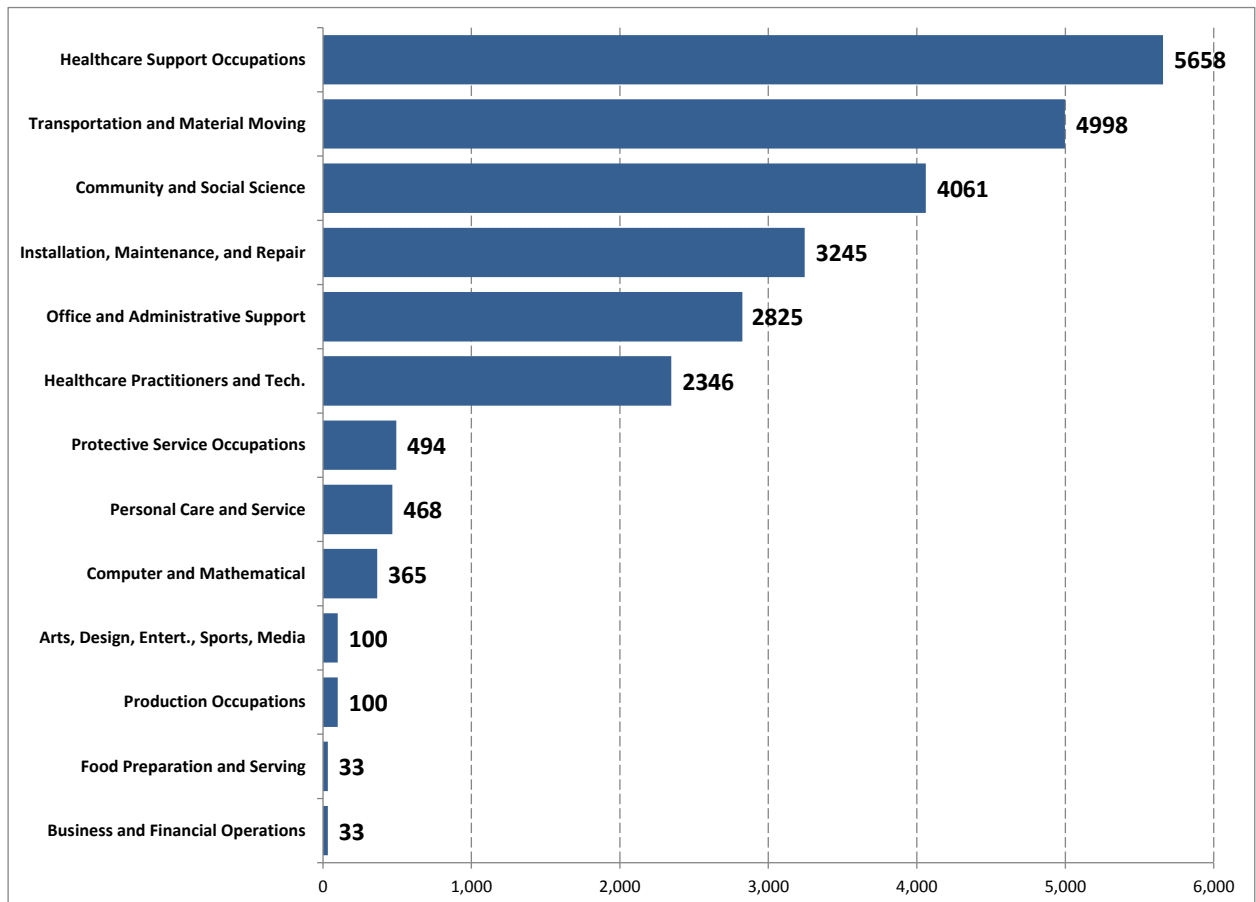
Figure 10. Ten-Year 2019-2028 Cumulative Openings: Only Openings Requiring Some College and\or Post-Secondary Non-Degree by Broad Economic Sectors: Greater Bakersfield



² Other Services includes Retail (NAICS 44-45), Lodgings (NAICS 721), Food-Beverage (NAICS 722), and Other Services (NAICS 81). In the recent past, Logistics (Transportation [NAICS 48], Warehousing [NAICS 49], and Wholesale [NAICS 42]) has garnered much attention given the region's strategic position relative to the Los Angeles and Bay Area markets. Professional Services is a group of sectors consisting of predominantly white-collar sectors such as Information (NAICS 51), Real Estate (NAICS 52), Finance and Insurance (NAICS 53), Professional-Technical (NAICS 54), Management of Companies (NAICS 55), Administrative-Waste Remediation (NAICS 56). This sector group also includes Public Administration (NAICS 92) and Utilities (NAICS 22).

- Similar to the chart above, the chart below present cumulative openings over the 2019-2028 period. Openings are organized by broad occupational categories. Of the 24,700 cumulative openings over the next ten years requiring Some College or a Post-Secondary Non-Degree Award, the bulk is in health-related occupations, with 5,700 in Healthcare Support and another 2,300 in Healthcare Practitioners (Figure 11). EMSI project almost 5,000 cumulative Transportation and Material Moving occupations. Installation, Maintenance and Repair is another blue-collar occupational category projected to generate a significant number (3,200) of cumulative openings over the next ten-years.

Figure 11. Ten-Year 2019-2028 Cumulative Openings: Only Openings Requiring Some College and/or Post-Secondary Non-Degree by Broad Occupational Categories: Greater Bakersfield Sub-Region



Labor force trends

- There are 260,626 persons in Greater Bakersfield's civilian labor force. Of this amount, 162,100 are employed on a fully-utilized basis, 66,600 are under-utilized, and 31,900 are unemployed (Table 49).
- The unemployment rate for persons in Greater Bakersfield sub-region with a Bachelor's degree is 4.1 percent, which is slightly better than the unemployment rate for similar persons in the KCCD region as a whole (or 4.1 percent) (Table 49). For persons in this sub-region with no more than a High School Diploma, the unemployment rate is 14.3 percent, and 11.6 percent for persons with Some College. These education-adjusted jobless rates are slightly better than comparable rates for the region as a whole.

Table 50. Labor Force Trends: Greater Bakersfield Sub-Region

WORKER/ EDUCATION CATEGORY	KCCD	PERCENTAGE	KCCD UER	GREATER BKERSFLD	PERCENTAGE	GREATER BKERSFLD UER
Employed Persons (18-65): Fully-Utilized*	231,908	100%		162,083	100%	
Did not finish high school	43,576	19%		29,969	18%	
High School Dipl. Or GED	65,889	28%		45,804	28%	
Some College (Not In School)	53,574	23%		37,231	23%	
Some College (Still Attending)	5,770	2%		4,240	3%	
AA	18,031	8%		11,410	7%	
BA or higher	45,067	19%		33,430	21%	
Employed Persons (18-65): Under-Utilized	103,531	100%		66,617	100%	
Did not finish high school	23,782	23%		12,058	18%	
High School Dipl. Or GED	28,412	27%		18,148	27%	
Some College (Not In School)	17,669	17%		11,880	18%	
Some College (Still Attending)	12,221	12%		8,897	13%	
AA	7,786	8%		5,348	8%	
BA or higher	13,660	13%		10,286	15%	
Unemployed (18-65) Persons**	49,143	100%	12.8%	31,926	100%	12.2%
Did not finish high school	14,589	30%	17.8%	9,016	28%	17.7%
High School Dipl. Or GED	16,284	33%	14.7%	10,690	33%	14.3%
Some College (Not In School)	9,409	19%	11.7%	6,450	20%	11.6%
Some College (Still Attending)	3,695	8%	17.0%	2,393	7%	15.4%
AA	2,431	5%	8.6%	1,520	5%	8.3%
BA or higher	2,736	6%	4.5%	1,857	6%	4.1%
Not in the Labor Force (18-65)***	65,214	100%		40,233	100%	
Did not finish high school	16,531	25%		9,607	24%	
High School Dipl. Or GED	18,741	29%		11,732	29%	
Some College (Not In School)	14,252	22%		8,667	22%	
Some College (Still Attending)	4,258	7%		2,962	7%	
AA	4,572	7%		2,845	7%	
BA or higher	6,859	11%		4,420	11%	

Source: ADE, Inc., based on US Census ACS PUMS 1-Year Samples 2012 through 2016 via IPUMS, US Census ACS 5-Year 2012-2016 Census Tract and Block Group Data, and ESRI GIS ArcView 10. (*Note: "Fully-utilized" employed persons are those who work full-time (38+ hours per week) and who work at least 50 weeks per year. Self-employed persons are not included. ** Note: Unemployed persons include unemployed with previous wage-work experience, the long-term unemployed, and unemployed with

*previous self-employment experience. \ *** Note: Not in the Labor Force consists only of persons with either previous wage-work experience or previous self-employment experience).*

- Of the 260,626 persons in the Greater Bakersfield sub-region labor force, there are an estimated 67,600 persons between 18 and 65 persons who might be interested in training for more advanced and permanent positions (Table 50).
- Slightly over 30,000 persons who might be interested in training are currently employed on an underutilized basis, with another 17,100 who are currently unemployed (Table 50). Another 20,400 are not in the labor force, although they exhibit relatively recent work and or self-employment experience.
- Of the over 30,000 who are under-utilized, 18,100 have at most a High School Diploma\GED and another 11,900 have Some College (Table 50).
- There are 17,100 unemployed persons in this sub-region with no more than Some College for the educational background. Of this amount, 10,700 have at most a High School Diploma and another 6,400 have Some College (Table 50).
- Almost 2,500 of the 17,100 unemployed persons had previously worked in the Professional Service sector, which is a broad category that covers Public Administration, Information, Real Estate, Finance and Insurance, Professional Technical, and Administrative Support-Waste Remediation (Table 50). Almost 5,400 unemployed persons previously worked in "Other Services," which is another sector that encompasses many other sectors (such as Retail, Food-Beverage and Lodging, etc.).
- Of the 17,100 unemployed persons identified in the table below, 5,800 are persons who have experienced long-term unemployment, meaning that they are still in the labor force but have been out of work for five years or more.

Table 51. Under-Utilized Employed Labor Force, Unemployed Labor Force, and Select Persons Not in the Labor Force by Select Educational Attainment Levels, By Sector Groups, and Occupational Groups: Greater Bakersfield Sub-Region

	TOTAL			UNDER-UTILIZED LABOR FORCE*			UNEMPLOYED LABOR FORCE			NOT IN LABOR FORCE**		
SECTOR GROUPS AND BROAD OCCUPATIONAL CATEGORIES	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE
Total	67,567	40,570	26,997	30,028	18,148	11,880	17,140	10,690	6,450	20,399	11,732	8,667
- Mgt., bus., sci., arts	7,788	3,228	4,560	4,307	1,798	2,509	1,069	542	528	2,412	888	1,523
- Services	16,632	10,786	5,846	8,100	5,606	2,494	3,016	1,954	1,063	5,516	3,227	2,289
- Sales and office	19,578	10,667	8,911	8,400	4,636	3,763	4,617	2,190	2,427	6,561	3,841	2,720
- Nat. res., const., maint.	10,520	6,977	3,543	5,170	3,539	1,631	2,480	1,538	943	2,870	1,900	969
- Prod., transp., materials	9,295	6,014	3,281	4,050	2,568	1,483	2,203	1,570	633	3,042	1,876	1,166
-Long-Term Unemployed	3,754	2,896	857	0	0	0	3,754	2,896	857	0	0	0
Agriculture and Natural	6,577	4,538	2,040	3,527	2,255	1,272	1,633	1,056	577	1,417	1,227	191
- Mgt., bus., sci., arts	447	239	207	207	53	154	148	120	28	92	66	26
- Services	119	65	55	76	26	50	0	0	0	43	38	5
- Sales and office	522	281	240	146	80	66	195	45	150	180	156	25
- Nat. res., const., maint.	4,596	3,342	1,254	2,570	1,784	786	1,051	696	354	976	862	114
- Prod., transp., materials	894	610	283	528	312	216	239	194	45	127	105	22
Construction	4,270	2,629	1,640	1,719	1,160	559	1,065	605	460	1,486	864	621
- Mgt., bus., sci., arts	133	83	51	34	22	12	62	33	29	37	27	10
- Services	83	36	47	48	0	47	25	25	0	10	10	0
- Sales and office	386	93	293	159	55	104	59	1	58	169	37	131
- Nat. res., const., maint.	3,254	2,109	1,145	1,366	989	377	735	437	297	1,154	683	470
- Prod., transp., materials	413	308	104	113	94	19	183	108	76	116	106	10
Manufacturing	2,780	1,671	1,109	1,096	579	517	544	414	130	1,140	677	462
- Mgt., bus., sci., arts	232	70	162	147	47	100	40	0	40	45	23	22
- Services	57	44	13	27	15	12	0	0	0	29	29	1
- Sales and office	398	184	213	95	0	95	105	76	29	197	108	89
- Nat. res., const., maint.	292	195	97	159	92	68	97	97	0	35	6	29

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	TOTAL			UNDER-UTILIZED LABOR FORCE*			UNEMPLOYED LABOR FORCE			NOT IN LABOR FORCE**		
SECTOR GROUPS AND BROAD OCCUPATIONAL CATEGORIES	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE
- Prod., transp., materials	1,802	1,177	625	667	425	242	302	241	61	833	512	321
Utilities	416	127	288	208	93	115	52	30	22	156	4	152
- Mgt., bus., sci., arts	74	43	32	32	12	19	43	30	13	0	0	0
- Services	0	0	0	0	0	0	0	0	0	0	0	0
- Sales and office	108	13	95	24	13	11	9	0	9	75	0	75
- Nat. res., const., maint.	34	13	21	24	13	11	0	0	0	10	0	10
- Prod., transp., materials	199	59	140	129	55	74	0	0	0	71	4	67
Education	4,884	2,655	2,230	3,179	1,791	1,388	526	293	233	1,179	570	609
- Mgt., bus., sci., arts	2,081	996	1,085	1,343	601	742	230	153	77	508	241	267
- Services	1,773	1,289	484	1,232	899	333	165	109	57	375	281	94
- Sales and office	850	288	562	493	229	264	131	31	100	227	29	198
- Nat. res., const., maint.	37	6	31	11	6	5	0	0	0	26	0	26
- Prod., transp., materials	143	75	68	101	56	45	0	0	0	43	19	23
Health	5,442	2,773	2,669	2,433	1,391	1,042	846	331	515	2,162	1,050	1,112
- Mgt., bus., sci., arts	964	409	556	588	337	251	138	28	110	239	43	195
- Services	3,302	1,701	1,602	1,174	677	497	540	225	314	1,588	798	790
- Sales and office	1,069	619	451	585	340	245	169	78	90	315	201	115
- Nat. res., const., maint.	25	7	18	13	7	6	0	0	0	12	0	12
- Prod., transp., materials	81	38	43	73	30	43	0	0	0	8	8	0
Professional Services	11,572	5,717	5,855	4,971	2,499	2,472	2,511	1,293	1,219	4,089	1,925	2,164
- Mgt., bus., sci., arts	2,276	808	1,468	1,347	462	885	178	64	114	751	283	468
- Services	3,658	2,329	1,329	1,503	975	528	1,000	736	264	1,155	618	537
- Sales and office	4,247	2,040	2,206	1,649	795	855	1,046	394	652	1,551	852	699
- Nat. res., const., maint.	531	147	384	147	44	103	110	46	64	273	57	216

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	TOTAL			UNDER-UTILIZED LABOR FORCE*			UNEMPLOYED LABOR FORCE			NOT IN LABOR FORCE**		
SECTOR GROUPS AND BROAD OCCUPATIONAL CATEGORIES	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB-TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB-TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB-TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE
- Prod., transp., materials	860	392	468	324	224	100	178	53	125	358	115	243
Logistics	4,288	2,932	1,356	2,060	1,332	728	801	564	237	1,427	1,036	391
- Mgt., bus., sci., arts	140	58	82	43	31	12	15	0	15	82	26	56
- Services	57	46	10	23	12	10	0	0	0	34	34	0
- Sales and office	986	607	380	535	352	184	170	91	78	281	163	118
- Nat. res., const., maint.	457	354	103	260	194	66	109	72	37	88	88	0
- Prod., transp., materials	2,648	1,867	780	1,198	743	456	508	401	107	941	724	217
Other services	23,212	14,433	8,779	10,834	7,046	3,788	5,360	3,182	2,178	7,018	4,204	2,814
- Mgt., bus., sci., arts	1,322	523	799	566	232	335	216	113	103	540	178	361
- Services	7,578	5,277	2,301	4,017	3,001	1,016	1,286	858	428	2,275	1,418	857
- Sales and office	10,931	6,467	4,464	4,713	2,774	1,939	2,708	1,447	1,261	3,510	2,246	1,263
- Nat. res., const., maint.	1,169	685	484	620	410	210	380	190	190	169	85	84
- Prod., transp., materials	2,212	1,480	732	918	630	288	770	574	196	524	276	248
Armed Forces	374	199	175	0	0	0	48	25	23	326	174	151
- Mgt., bus., sci., arts	118	0	118	0	0	0	0	0	0	118	0	118
- Services	6	0	6	0	0	0	0	0	0	6	0	6
- Sales and office	81	74	7	0	0	0	25	25	0	56	49	7
- Nat. res., const., maint.	126	119	7	0	0	0	0	0	0	126	119	7
- Prod., transp., materials	44	7	37	0	0	0	23	0	23	20	7	13
Long-Term Unemployed	3,754	2,896	857	0	0	0	3,754	2,896	857	0	0	0

Labor force to job openings comparisons

- At 13,400 openings, the number of openings in occupations requiring either a High School Diploma\GED (10,900) or Some College (2,500) is somewhat aligned with the number (13,400) of unemployed persons (excluding long-term unemployed persons) between 18 and 65, and in the civilian labor force with the corresponding educational backgrounds (Table 51).
- Several sectors exhibit far more openings relative to the number of unemployed persons, even when adjusting for educational levels. For example, there are 724 Health sector openings requiring Some College or Post-Secondary Non-Degree Award, versus 314 unemployed persons with similar qualifications (Table 51). There are 1,700 Health sector openings across all occupational categories requiring a High School Diploma, versus 331 unemployed persons with a High School Diploma who previously worked in the Health sector.
- There are approximately 30,000 underutilized persons in the labor force who might be interested in training for more advanced and permanent positions. This amount of underutilized labor force slightly exceeds the current number of openings, or 29,600 openings (Table 52).
- By the middle of the third year into the ten-year 2019-2028 period, there will have been enough openings on a cumulative basis to accommodate the current number of underutilized and unemployed labor force in the sub-region (Tables 51 and 52), although the level of accommodation varies by sector group.

Table 52. Comparison of Unemployed Labor Force and 2018 and 2019-2028 Ten-Year Cumulative Job Openings: Greater Bakersfield Sub-Region

OCCUPATIONAL GROUPS BY SECTOR GROUPS	UNEMPLOYED LABOR FORCE			YEAR 2018 OPENINGS			2019-2028 10-YEAR CUMULATIVE OPENINGS		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)
Total	17,140	10,690	6,450	13,360	10,861	2,500	131,628	106,902	24,727
- Mgt., bus., sci., arts	1,069	542	528	952	496	456	9,341	4,782	4,559
- Services	3,016	1,954	1,063	3,568	2,665	903	35,922	26,923	8,999
- Sales and office	4,617	2,190	2,427	4,394	4,105	289	43,057	40,232	2,825
- Nat. res., const., maint.	2,480	1,538	943	1,028	1,028	0	10,043	10,043	0
- Prod., transp., materials	2,203	1,570	633	3,418	2,566	852	33,265	24,922	8,343
- Long-Term Unemploy.	3,754	2,896	857	0	0	0	0	0	0
Agriculture - Nat. Res.	1,633	1,056	577	1,223	1,047	177	11,982	10,267	1,715
- Mgt., bus., sci., arts	148	120	28	28	26	2	252	234	17
- Services	0	0	0	18	15	3	172	145	26
- Sales and office	195	45	150	268	248	20	2,556	2,364	192
- Nat. res., const., maint.	1,051	696	354	338	338	0	3,414	3,414	0
- Prod., transp., materials	239	194	45	571	420	151	5,588	4,109	1,479
Construction	1,065	605	460	1,025	946	79	9,659	8,943	716
- Mgt., bus., sci., arts	62	33	29	22	21	1	200	195	5
- Services	25	25	0	2	2	0	20	17	4
- Sales and office	59	1	58	160	148	12	1,472	1,362	110

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OCCUPATIONAL GROUPS BY SECTOR GROUPS	UNEMPLOYED LABOR FORCE			YEAR 2018 OPENINGS			2019-2028 10-YEAR CUMULATIVE OPENINGS		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)
- Nat. res., const., maint.	735	437	297	595	595	0	5,710	5,710	0
- Prod., transp., materials	183	108	76	246	180	66	2,256	1,659	597
Manufacturing	544	414	130	823	752	72	7,710	7,048	662
- Mgt., bus., sci., arts	40	0	40	17	15	2	157	142	15
- Services	0	0	0	4	4	0	39	35	4
- Sales and office	105	76	29	114	105	8	1,045	970	75
- Nat. res., const., maint.	97	97	0	12	12	0	116	116	0
- Prod., transp., materials	302	241	61	676	615	61	6,354	5,786	568
Education	526	293	233	967	615	352	9,651	6,145	3,506
- Mgt., bus., sci., arts	230	153	77	443	153	290	4,393	1,509	2,884
- Services	165	109	57	195	173	22	1,921	1,708	214
- Sales and office	131	31	100	268	247	21	2,708	2,496	212
- Nat. res., const., maint.	0	0	0	4	4	0	41	41	0
- Prod., transp., materials	0	0	0	57	38	19	588	391	198
Health	846	331	515	2,511	1,679	832	26,319	17,854	8,464
- Mgt., bus., sci., arts	138	28	110	107	52	55	1,162	560	602
- Services	540	225	314	1,802	1,078	724	18,840	11,541	7,299
- Sales and office	169	78	90	563	519	44	5,900	5,438	462
- Nat. res., const., maint.	0	0	0	2	2	0	21	21	0
- Prod., transp., materials	0	0	0	38	28	10	396	294	102
Professional Services	2,563	1,323	1,241	2,953	2,556	398	28,478	24,662	3,816
- Mgt., bus., sci., arts	221	94	127	225	145	80	2,131	1,352	779
- Services	1,000	736	264	870	770	99	8,386	7,449	938
- Sales and office	1,056	394	662	1,311	1,215	97	12,709	11,774	935
- Nat. res., const., maint.	110	46	64	65	65	0	617	617	0
- Prod., transp., materials	178	53	125	482	361	121	4,635	3,470	1,165
Logistics	801	564	237	640	464	176	6,457	4,668	1,789
- Mgt., bus., sci., arts	15	0	15	8	8	1	85	79	6
- Services	0	0	0	5	5	0	52	48	4
- Sales and office	170	91	78	230	213	18	2,299	2,122	177
- Nat. res., const., maint.	109	72	37	3	3	0	32	32	0
- Prod., transp., materials	508	401	107	393	236	157	3,990	2,388	1,602
Other Services	5,360	3,182	2,178	3,200	2,791	409	31,215	27,212	4,004
- Mgt., bus., sci., arts	216	113	103	99	74	26	949	703	247
- Services	1,286	858	428	669	616	52	6,458	5,958	500
- Sales and office	2,708	1,447	1,261	1,478	1,409	69	14,349	13,688	661
- Nat. res., const., maint.	380	190	190	8	8	0	87	87	0
- Prod., transp., materials	770	574	196	945	683	262	9,372	6,776	2,596
Armed Forces	48	25	23	17	11	6	158	103	55
- Mgt., bus., sci., arts	0	0	0	1	1	1	13	8	5
- Services	0	0	0	4	3	1	34	23	11
- Sales and office	25	25	0	2	2	0	20	17	3

Kern AEP CONSORTIUM THREE-YEAR PLAN 2019-2022

OCCUPATIONAL GROUPS BY SECTOR GROUPS	UNEMPLOYED LABOR FORCE			YEAR 2018 OPENINGS			2019-2028 10-YEAR CUMULATIVE OPENINGS		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)
- Nat. res., const., maint.	0	0	0	1	1	0	6	6	0
- Prod., transp., materials	23	0	23	9	5	4	85	48	36
Long-Term Unemploy.	3,754	2,896	857		0	0	0	0	0

Table 53. Comparison of Underutilized Labor Force and 2018 and 2019-2028 Ten-Year Cumulative Job Openings: Greater Bakersfield Sierra Sub-Region

OCCUPATIONAL GROUPS BY SECTOR GROUPS	UNDER-UTILIZED LABOR FORCE			YEAR 2018 OPENINGS			2019-2028 10-YEAR CUMULATIVE OPENINGS		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)
Total	30,049	18,169	11,880	13,360	10,861	2,500	131,628	106,902	24,727
- Mgt., bus., sci., arts	4,314	1,805	2,509	952	496	456	9,341	4,782	4,559
- Services	8,100	5,606	2,494	3,568	2,665	903	35,922	26,923	8,999
- Sales and office	8,397	4,634	3,763	4,394	4,105	289	43,057	40,232	2,825
- Nat. res., const., maint.	5,168	3,537	1,631	1,028	1,028	0	10,043	10,043	0
- Prod., transp., materials	4,069	2,586	1,483	3,418	2,566	852	33,265	24,922	8,343
- Long-Term Unemploy.	0	0	0	0	0	0	0	0	0
Agriculture - Nat. Res.	3,527	2,255	1,272	1,223	1,047	177	11,982	10,267	1,715
- Mgt., bus., sci., arts	207	53	154	28	26	2	252	234	17
- Services	76	26	50	18	15	3	172	145	26
- Sales and office	146	80	66	268	248	20	2,556	2,364	192
- Nat. res., const., maint.	2,570	1,784	786	338	338	0	3,414	3,414	0
- Prod., transp., materials	528	312	216	571	420	151	5,588	4,109	1,479
Construction	1,719	1,160	559	1,025	946	79	9,659	8,943	716
- Mgt., bus., sci., arts	34	22	12	22	21	1	200	195	5
- Services	48	0	47	2	2	0	20	17	4
- Sales and office	159	55	104	160	148	12	1,472	1,362	110
- Nat. res., const., maint.	1,366	989	377	595	595	0	5,710	5,710	0
- Prod., transp., materials	113	94	19	246	180	66	2,256	1,659	597
Manufacturing	1,096	579	517	823	752	72	7,710	7,048	662
- Mgt., bus., sci., arts	147	47	100	17	15	2	157	142	15
- Services	27	15	12	4	4	0	39	35	4
- Sales and office	95	0	95	114	105	8	1,045	970	75
- Nat. res., const., maint.	159	92	68	12	12	0	116	116	0
- Prod., transp., materials	667	425	242	676	615	61	6,354	5,786	568
Education	3,179	1,791	1,388	967	615	352	9,651	6,145	3,506
- Mgt., bus., sci., arts	1,343	601	742	443	153	290	4,393	1,509	2,884

Kern AEP CONSORTIUM THREE-YEAR PLAN 2019-2022

OCCUPATIONAL GROUPS BY SECTOR GROUPS	UNDER-UTILIZED LABOR FORCE			YEAR 2018 OPENINGS			2019-2028 10-YEAR CUMULATIVE OPENINGS		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)
- Services	1,232	899	333	195	173	22	1,921	1,708	214
- Sales and office	493	229	264	268	247	21	2,708	2,496	212
- Nat. res., const., maint.	11	6	5	4	4	0	41	41	0
- Prod., transp., materials	101	56	45	57	38	19	588	391	198
Health	2,433	1,391	1,042	2,511	1,679	832	26,319	17,854	8,464
- Mgt., bus., sci., arts	588	337	251	107	52	55	1,162	560	602
- Services	1,174	677	497	1,802	1,078	724	18,840	11,541	7,299
- Sales and office	585	340	245	563	519	44	5,900	5,438	462
- Nat. res., const., maint.	13	7	6	2	2	0	21	21	0
- Prod., transp., materials	73	30	43	38	28	10	396	294	102
Professional Services	5,200	2,614	2,586	2,953	2,556	398	28,478	24,662	3,816
- Mgt., bus., sci., arts	1,386	481	905	225	145	80	2,131	1,352	779
- Services	1,503	975	528	870	770	99	8,386	7,449	938
- Sales and office	1,671	805	865	1,311	1,215	97	12,709	11,774	935
- Nat. res., const., maint.	169	55	114	65	65	0	617	617	0
- Prod., transp., materials	472	297	174	482	361	121	4,635	3,470	1,165
Logistics	2,060	1,332	728	640	464	176	6,457	4,668	1,789
- Mgt., bus., sci., arts	43	31	12	8	8	1	85	79	6
- Services	23	12	10	5	5	0	52	48	4
- Sales and office	535	352	184	230	213	18	2,299	2,122	177
- Nat. res., const., maint.	260	194	66	3	3	0	32	32	0
- Prod., transp., materials	1,198	743	456	393	236	157	3,990	2,388	1,602
Other Services	10,834	7,046	3,788	3,200	2,791	409	31,215	27,212	4,004
- Mgt., bus., sci., arts	566	232	335	99	74	26	949	703	247
- Services	4,017	3,001	1,016	669	616	52	6,458	5,958	500
- Sales and office	4,713	2,774	1,939	1,478	1,409	69	14,349	13,688	661
- Nat. res., const., maint.	620	410	210	8	8	0	87	87	0
- Prod., transp., materials	918	630	288	945	683	262	9,372	6,776	2,596
Armed Forces	0	0	0	17	11	6	158	103	55
- Mgt., bus., sci., arts	0	0	0	1	1	1	13	8	5
- Services	0	0	0	4	3	1	34	23	11
- Sales and office	0	0	0	2	2	0	20	17	3
- Nat. res., const., maint.	0	0	0	1	1	0	6	6	0
- Prod., transp., materials	0	0	0	9	5	4	85	48	36
Long-Term Unemploy.	0	0	0	0	0	0	0	0	0

Northern Kern Sub-Region

Employment trends and projections

- There are 30,500 jobs in the Northern Kern sub-region. The amount of jobs is projected to increase annually by 1.2 percent a year over the next five years (2018-2023), although in the following five-year period (2023-2028), the growth rate will slow-down considerably, to 0.4 percent a year (Table 53).
- At 43 percent of the total, almost half of all jobs in the Northern Kern sub-region are in Agriculture (NAICS 11). Almost 13,200 jobs are in this sector, out of a total of 30,500.

Table 54. Employment Trends and Projections: Northern Kern Sub-Region: 2018-2028

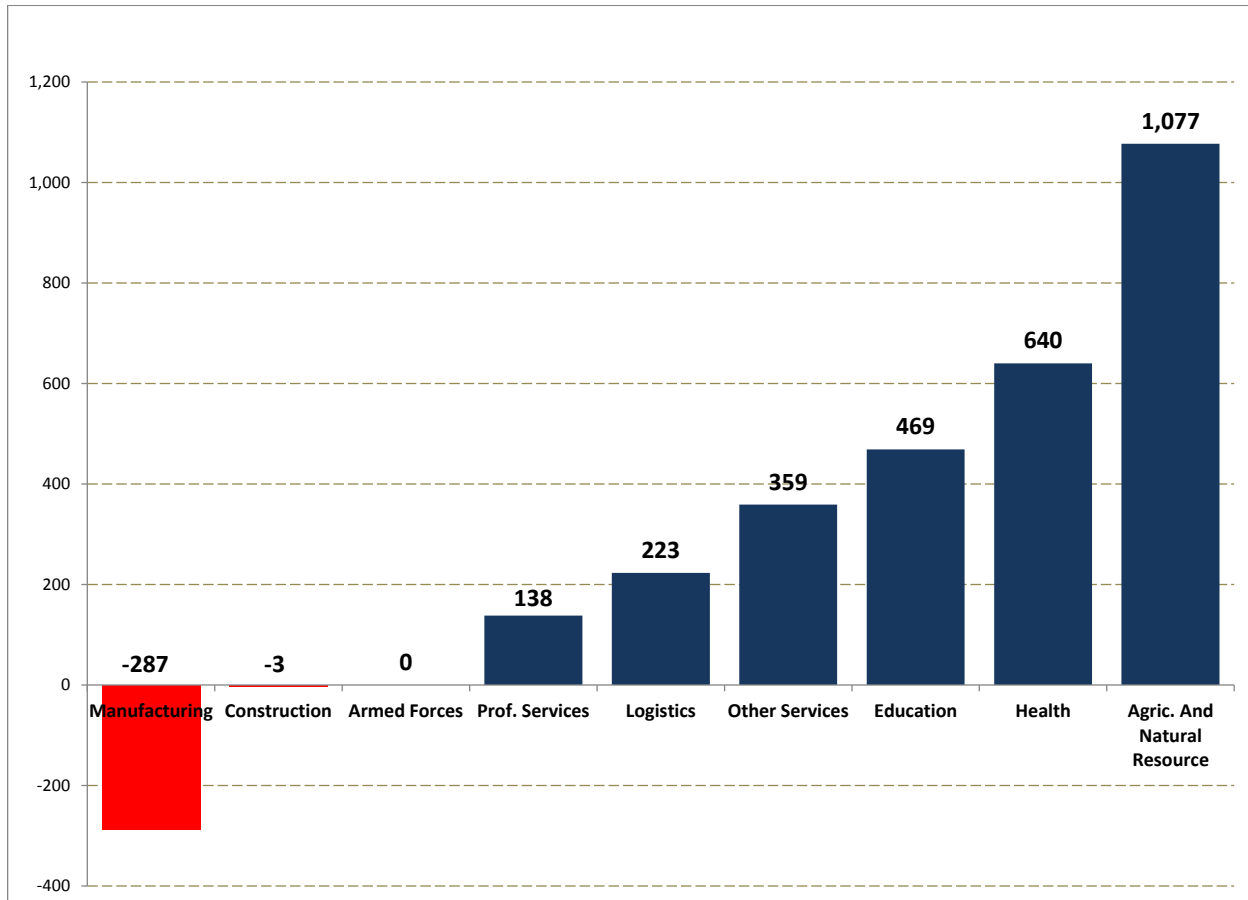
NAICS	SECTORS	2018	2023	2028	2018	18-23 CHG	18-28 CHG	18-23 CAGR	23-28 CAGR
Total		30,527	32,464	33,145	100.0%	1,937	2,618	1.2%	0.4%
11	Agric.	13,165	13,885	14,258	43.1%	720	1,094	1.1%	0.5%
21	Mining	109	101	93	0.4%	-7	-15	-1.4%	-1.6%
22	Utilities	9	8	0	0.0%	0	-9	-0.7%	-100%
23	Construction	291	314	288	1.0%	23	-3	1.5%	-1.7%
31-33	Manufacturing	1,911	1,796	1,624	6.3%	-115	-287	-1.2%	-2.0%
42	Wholesale	756	739	707	2.5%	-17	-49	-0.5%	-0.9%
44-45	Retail	2,968	3,139	3,176	9.7%	171	208	1.1%	0.2%
48	Transportation	418	496	497	1.4%	78	80	3.5%	0.1%
49	Warehousing	537	665	730	1.8%	128	193	4.4%	1.9%
51	Information	26	29	18	0.1%	3	-8	2.1%	-8.8%
52	Fin. and Ins.	141	148	141	0.5%	7	0	1.0%	-1.0%
53	Real Estate	110	105	74	0.4%	-5	-36	-0.9%	-6.8%
54	Prof., Tech., Svcs.	121	109	87	0.4%	-12	-35	-2.0%	-4.6%
55	Mgmt. Of Cos.	22	23	19	0.1%	1	-2	1.2%	-3.2%
561	Admin. Svcs.	1,243	1,285	1,289	4.1%	43	46	0.7%	0.1%
562	Waste Mgt.	27	27	23	0.1%	0	-4	0.1%	-3.1%
61	Education	3,037	3,317	3,506	9.9%	280	469	1.8%	1.1%
62	Health	2,409	2,799	3,049	7.9%	390	640	3.0%	1.7%
71	Rec. Ent., etc.	13	19	11	0.0%	6	-2	8.0%	-10.0%
721	Lodging	147	151	152	0.5%	4	5	0.5%	0.2%
722	Food \Bev.	1,204	1,305	1,355	3.9%	101	151	1.6%	0.7%
81	Other Services	208	220	183	0.7%	12	-25	1.1%	-3.6%
92	Public Sector	1,599	1,712	1,785	5.2%	113	186	1.4%	0.8%
98	Armed Forces	0	0	0	0.0%	0	0	0.0%	0.0%
99	Unclassified	57	70	79	0.2%	13	22	4.2%	2.3%

Source: ADE, Inc., based on EMSI 2018 Q4 QCEW and Non-QCEW ZIP Code Employment Data

- While the Health sector in the larger KCCD region is an important job-generating engine, in the Northern Kern sub-region, Agriculture and natural Resources is the key source of new jobs (Figure 12). This sector is projected to increase by over 1,000 new jobs over the 2019-2028 period. With a projected net increase of 640 new jobs, the Health sector is the next largest

generator new jobs. Manufacturing in this sub-region is expected to decline by almost 300 jobs.

Figure 12. Net Change in Employment: 2018-2028: Northern Kern Sub-Region



Job openings and projections

- The Northern Kern sub-region as a whole averages almost 4,500 openings a year (Table 54). At 2,800, the bulk of the openings do not require a High School Diploma\GED, most of which are in Farming, Fishing, and Forestry occupational category (1,950).
- Most openings occur in the Agriculture sector group, at 2,300 openings versus 4,500 total openings (Table 55). Almost 200 of the 4,500 annual openings are in occupations that require Some College or a Post-Secondary Non-Degree Award (Table 56), while approximately 1,000 openings are in occupations requiring a High School Diploma\GED.
- On a cumulative basis over the ten-year 2019-2028 period, there is projected to be 44,700 openings (Table 58), of which almost 1,900 are in occupations that require Some College or a post-secondary non-degree award, with 500 of these cumulative openings occurring in the Health sector (Table 59).

**Table 55. Year 2018 and 10-Year 2019-2028 Cumulative Openings by Educational Requirements and Occupational Categories:
Northern Kern Sub-Region**

OCCUPATIONAL CATEGORIES	One-Year 2018 Openings						Ten-Year 2019-2028 Cumulative Openings					
	YEAR 2018 OPENINGS	LESS THAN HS DIPLOMA	HIGH SCHOOL DIPLOMA OR GED	POST-SECONDARY NON-DEGREE	SOME COLLEGE	AA OR HIGHER (AND OTHER)*	CUMULATIVE OPENINGS: 19-28	LESS THAN HS DIPLOMA	HIGH SCHOOL DIPLOMA OR GED	POST-SECONDARY NON-DEGREE	SOME COLLEGE	AA OR HIGHER (AND OTHER)*
Total	4,528	2,840	1,009	112	80	488	44,730	28,177	9,937	1,087	792	4,738
11 Management	86	0	26	0	0	60	846	0	252	0	0	595
13 Business and Financial Operations	45	2	4	0	0	39	448	20	41	0	0	387
15 Computer and Mathematical	29	0	0	0	2	27	269	0	0	0	20	248
17 Architecture and Engineering	33	0	2	0	0	31	309	0	20	0	0	289
19 Life, Physical, and Social Science	35	0	0	0	0	35	346	0	0	0	0	346
21 Community and Social Science	276	0	15	2	54	205	2,727	0	152	20	539	2,015
27 Arts, Design, Entertainment, Sports, Media	16	2	4	0	0	10	169	20	46	0	0	102
29 Healthcare Practitioners and Tech.	92	0	6	16	0	69	858	0	61	147	0	651
31 Healthcare Support	50	0	16	32	0	2	501	0	163	318	0	20
33 Protective Service	67	4	59	4	0	0	659	41	577	41	0	0
35 Food Preparation Serving, Related	265	247	18	0	0	0	2,686	2,506	180	0	0	0
37 Building and Grounds Cleaning and Maint.	99	89	10	0	0	0	997	895	102	0	0	0
39 Personal Care and Service	175	4	167	4	0	0	1,808	41	1,727	41	0	0
41 Sales and Related	337	278	52	0	0	6	3,348	2,802	501	0	0	45
43 Office and Administrative Support	301	0	278	0	22	2	2,958	0	2,726	0	212	20
45 Farming, Fishing, and Forestry	1,989	1,946	41	0	0	2	19,687	19,256	410	0	0	20
47 Construction and Extraction	57	25	33	0	0	0	548	222	326	0	0	0
49 Installation, Maintenance, Repair	68	0	56	10	2	0	672	0	550	102	20	0
51 Production	170	14	155	0	0	0	1,590	143	1,447	0	0	0
53 Transportation, Material Moving	339	229	67	43	0	0	3,305	2,231	655	419	0	0
55 Military-only	0	0	0	0	0	0	0	0	0	0	0	0
99 Unclassified	0	0	0	0	0	0	0	0	0	0	0	0

Table 56. Year 2018 Openings by Industry Groups and Occupational Categories: Northern Kern Sub-Region

Occupational Categories	2018 OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES*	LOGISTICS	OTHER SERVICES**	ARMED FORCES^
Total	4,528	2,305	45	220	342	337	409	107	764	0
11 Management Occupations	86	22	2	9	9	9	17	3	15	0
13 Business and Financial Operations Occupations	45	6	1	4	2	3	25	1	5	0
15 Computer and Mathematical Occupations	29	1	0	1	4	3	15	1	3	0
17 Architecture and Engineering Occupations	33	2	1	5	0	0	23	1	2	0
19 Life, Physical, and Social Science Occupations	35	4	0	7	5	3	15	0	1	0
21 Community and Social Science Occupations	276	0	0	0	220	31	22	0	3	0
27 Arts, Design, Entert., Sports, and Media Occupations	16	0	0	1	5	1	4	0	6	0
29 Healthcare Practitioners and Technical Occupations	92	0	0	0	5	67	9	0	10	0
31 Healthcare Support Occupations	50	0	0	0	1	43	4	0	2	0
33 Protective Service Occupations	67	1	0	0	4	2	56	0	4	0
35 Food Preparation and Serving Related Occupations	265	0	0	8	22	5	9	0	220	0
37 Building, Grounds Cleaning, Maintenance Occupations	99	20	0	4	18	5	37	1	13	0
39 Personal Care and Service Occupations	175	0	0	0	18	123	21	0	12	0
41 Sales and Related Occupations	337	10	1	9	0	1	14	3	299	0
43 Office and Administrative Support Occupations	301	53	3	18	20	36	65	25	82	0
45 Farming, Fishing, and Forestry Occupations	1,989	1,977	0	5	0	0	2	0	4	0
47 Construction and Extraction Occupations	57	6	32	1	1	0	15	1	1	0
49 Installation, Maintenance, and Repair Occupations	68	18	4	9	3	0	12	2	20	0
51 Production Occupations	170	49	1	88	0	0	15	3	13	0
53 Transportation and Material Moving Occupations	339	134	1	51	6	2	29	65	52	0
55 Military-only occupations	0	0	0	0	0	0	0	0	0	0
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

Source: ADE, Inc., based on EMSI 2018 Q4 ZIP Code Employment Data (*Note: "Professional Services" includes Information, Real Estate, Finance and Insurance, Admin-Waste, Utilities, and Public Administration. **Note: "Other Services" includes Retail, Food and Lodging, Arts-Recreation-Entertainment, Other Services, and Unclassified. ^Note: Armed Forces openings includes both civilians working in national security and strictly-military [i.e. non-civilians] personnel. Non-civilian military openings are "55 Military-only occupations".)

Table 57. Year 2018 Openings by Industry Groups and Occupational Categories: Northern Kern Sub-Region: Openings Requiring Some College and or Post-Secondary Non-Degree Award

Occupational Categories	2018 OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES	LOGISTICS	OTHER SERVICES	ARMED FORCES
Total	191	25	1	10	50	52	24	11	20	0
11 Management Occupations	0	0	0	0	0	0	0	0	0	0
13 Business and Financial Operations Occupations	0	0	0	0	0	0	0	0	0	0
15 Computer and Mathematical Occupations	2	0	0	0	0	0	1	0	0	0
17 Architecture and Engineering Occupations	0	0	0	0	0	0	0	0	0	0
19 Life, Physical, and Social Science Occupations	0	0	0	0	0	0	0	0	0	0
21 Community and Social Science Occupations	56	0	0	0	45	6	4	0	1	0
27 Arts, Design, Entert., Sports, and Media Occupations	0	0	0	0	0	0	0	0	0	0
29 Healthcare Practitioners and Technical Occupations	16	0	0	0	1	12	2	0	2	0
31 Healthcare Support Occupations	32	0	0	0	1	27	2	0	1	0
33 Protective Service Occupations	4	0	0	0	0	0	3	0	0	0
35 Food Preparation and Serving Related Occupations	0	0	0	0	0	0	0	0	0	0
37 Building, Grounds Cleaning, Maintenance Occupations	0	0	0	0	0	0	0	0	0	0
39 Personal Care and Service Occupations	4	0	0	0	0	3	1	0	0	0
41 Sales and Related Occupations	0	0	0	0	0	0	0	0	0	0
43 Office and Administrative Support Occupations	22	4	0	1	1	3	5	2	6	0
45 Farming, Fishing, and Forestry Occupations	0	0	0	0	0	0	0	0	0	0
47 Construction and Extraction Occupations	0	0	0	0	0	0	0	0	0	0
49 Installation, Maintenance, and Repair Occupations	12	3	1	2	0	0	2	0	4	0
51 Production Occupations	0	0	0	0	0	0	0	0	0	0
53 Transportation and Material Moving Occupations	43	17	0	7	1	0	4	8	7	0
55 Military-only occupations	0	0	0	0	0	0	0	0	0	0
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

Table 58. Year 2018 Openings by Industry Groups and Occupational Categories: Northern Kern Sub-Region: Openings Requiring High School Diploma/ GED Equivalent

Occupational Categories	2018 OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES	LOGISTICS	OTHER SERVICES	ARMED FORCES
Total	1,009	191	26	122	63	178	187	43	200	0
11 Management Occupations	26	6	0	3	3	3	5	1	4	0
13 Business and Financial Operations Occupations	4	1	0	0	0	0	2	0	0	0
15 Computer and Mathematical Occupations	0	0	0	0	0	0	0	0	0	0
17 Architecture and Engineering Occupations	2	0	0	0	0	0	1	0	0	0
19 Life, Physical, and Social Science Occupations	0	0	0	0	0	0	0	0	0	0
21 Community and Social Science Occupations	15	0	0	0	12	2	1	0	0	0
27 Arts, Design, Entert., Sports, and Media Occupations	4	0	0	0	1	0	1	0	1	0
29 Healthcare Practitioners and Technical Occupations	6	0	0	0	0	4	1	0	1	0
31 Healthcare Support Occupations	16	0	0	0	0	14	1	0	1	0
33 Protective Service Occupations	59	1	0	0	3	2	49	0	3	0
35 Food Preparation and Serving Related Occupations	18	0	0	1	1	0	1	0	15	0
37 Building, Grounds Cleaning, Maintenance Occupations	10	2	0	0	2	1	4	0	1	0
39 Personal Care and Service Occupations	167	0	0	0	17	118	20	0	12	0
41 Sales and Related Occupations	52	2	0	1	0	0	2	0	46	0
43 Office and Administrative Support Occupations	278	49	3	17	18	33	59	23	76	0
45 Farming, Fishing, and Forestry Occupations	41	40	0	0	0	0	0	0	0	0
47 Construction and Extraction Occupations	33	4	18	1	1	0	9	0	1	0
49 Installation, Maintenance, and Repair Occupations	56	15	3	7	2	0	10	2	16	0
51 Production Occupations	155	44	1	81	0	0	14	3	12	0
53 Transportation and Material Moving Occupations	67	27	0	10	1	0	6	13	10	0
55 Military-only occupations	0	0	0	0	0	0	0	0	0	0
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

Table 59. 2019-2028 10-Year Cumulative Openings by Industry Groups and Occupational Categories:
Northern Kern Sierra Sub-Region

Occupational Categories	2019-2028 10-YEAR CUMULATIVE OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES	LOGISTICS	OTHER SERVICES	ARMED FORCES
Total	44,730	22,770	436	1,914	3,391	3,520	3,947	1,179	7,573	0
11 Management Occupations	846	213	15	80	95	99	164	37	143	0
13 Business and Financial Operations Occupations	448	58	6	32	16	33	244	14	44	0
15 Computer and Mathematical Occupations	269	11	1	10	39	29	145	8	25	0
17 Architecture and Engineering Occupations	309	6	10	40	0	2	225	6	19	0
19 Life, Physical, and Social Science Occupations	346	40	0	58	53	38	151	0	6	0
21 Community and Social Science Occupations	2,727	1	0	0	2,153	338	209	0	26	0
27 Arts, Design, Entert., Sports, and Media Occupations	169	1	0	5	59	11	35	1	57	0
29 Healthcare Practitioners and Technical Occupations	858	4	0	1	46	635	83	1	89	0
31 Healthcare Support Occupations	501	2	0	0	9	437	34	0	18	0
33 Protective Service Occupations	659	10	0	1	38	19	551	5	34	0
35 Food Preparation and Serving Related Occupations	2,686	0	0	72	226	58	92	2	2,236	0
37 Building, Grounds Cleaning, Maintenance Occupations	997	206	2	37	187	58	367	13	127	0
39 Personal Care and Service Occupations	1,808	3	0	0	168	1,333	196	0	108	0
41 Sales and Related Occupations	3,348	98	9	75	3	14	130	35	2,985	0
43 Office and Administrative Support Occupations	2,958	522	29	157	202	375	620	269	785	0
45 Farming, Fishing, and Forestry Occupations	19,687	19,575	0	43	1	5	23	2	38	0
47 Construction and Extraction Occupations	548	60	301	8	10	4	147	8	10	0
49 Installation, Maintenance, and Repair Occupations	672	182	44	80	28	5	119	22	193	0
51 Production Occupations	1,590	484	7	780	2	5	145	41	126	0
53 Transportation and Material Moving Occupations	3,305	1,296	11	435	56	22	266	716	504	0
55 Military-only occupations	0	0	0	0	0	0	0	0	0	0
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

**Table 60. 2019-2028 10-Year Cumulative Openings by Industry Groups and Occupational Categories: Northern Kern Sub-Region:
Openings Requiring Some College and or Post-Secondary Non-Degree Award**

Occupational Categories	2019-2028 10-YEAR CUMULATIVE OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES	LOGISTICS	OTHER SERVICES	ARMED FORCES
Total	1,879	239	12	82	491	519	228	115	194	0
11 Management Occupations	0	0	0	0	0	0	0	0	0	0
13 Business and Financial Operations Occupations	0	0	0	0	0	0	0	0	0	0
15 Computer and Mathematical Occupations	20	1	0	1	3	2	11	1	2	0
17 Architecture and Engineering Occupations	0	0	0	0	0	0	0	0	0	0
19 Life, Physical, and Social Science Occupations	0	0	0	0	0	0	0	0	0	0
21 Community and Social Science Occupations	560	0	0	0	442	69	43	0	5	0
27 Arts, Design, Entert., Sports, and Media Occupations	0	0	0	0	0	0	0	0	0	0
29 Healthcare Practitioners and Technical Occupations	147	1	0	0	8	108	14	0	15	0
31 Healthcare Support Occupations	318	1	0	0	5	277	22	0	12	0
33 Protective Service Occupations	41	1	0	0	2	1	34	0	2	0
35 Food Preparation and Serving Related Occupations	0	0	0	0	0	0	0	0	0	0
37 Building, Grounds Cleaning, Maintenance Occupations	0	0	0	0	0	0	0	0	0	0
39 Personal Care and Service Occupations	41	0	0	0	4	30	4	0	2	0
41 Sales and Related Occupations	0	0	0	0	0	0	0	0	0	0
43 Office and Administrative Support Occupations	212	37	2	11	14	27	44	19	56	0
45 Farming, Fishing, and Forestry Occupations	0	0	0	0	0	0	0	0	0	0
47 Construction and Extraction Occupations	0	0	0	0	0	0	0	0	0	0
49 Installation, Maintenance, and Repair Occupations	122	33	8	14	5	1	22	4	35	0
51 Production Occupations	0	0	0	0	0	0	0	0	0	0
53 Transportation and Material Moving Occupations	419	164	1	55	7	3	34	91	64	0
55 Military-only occupations	0	0	0	0	0	0	0	0	0	0
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

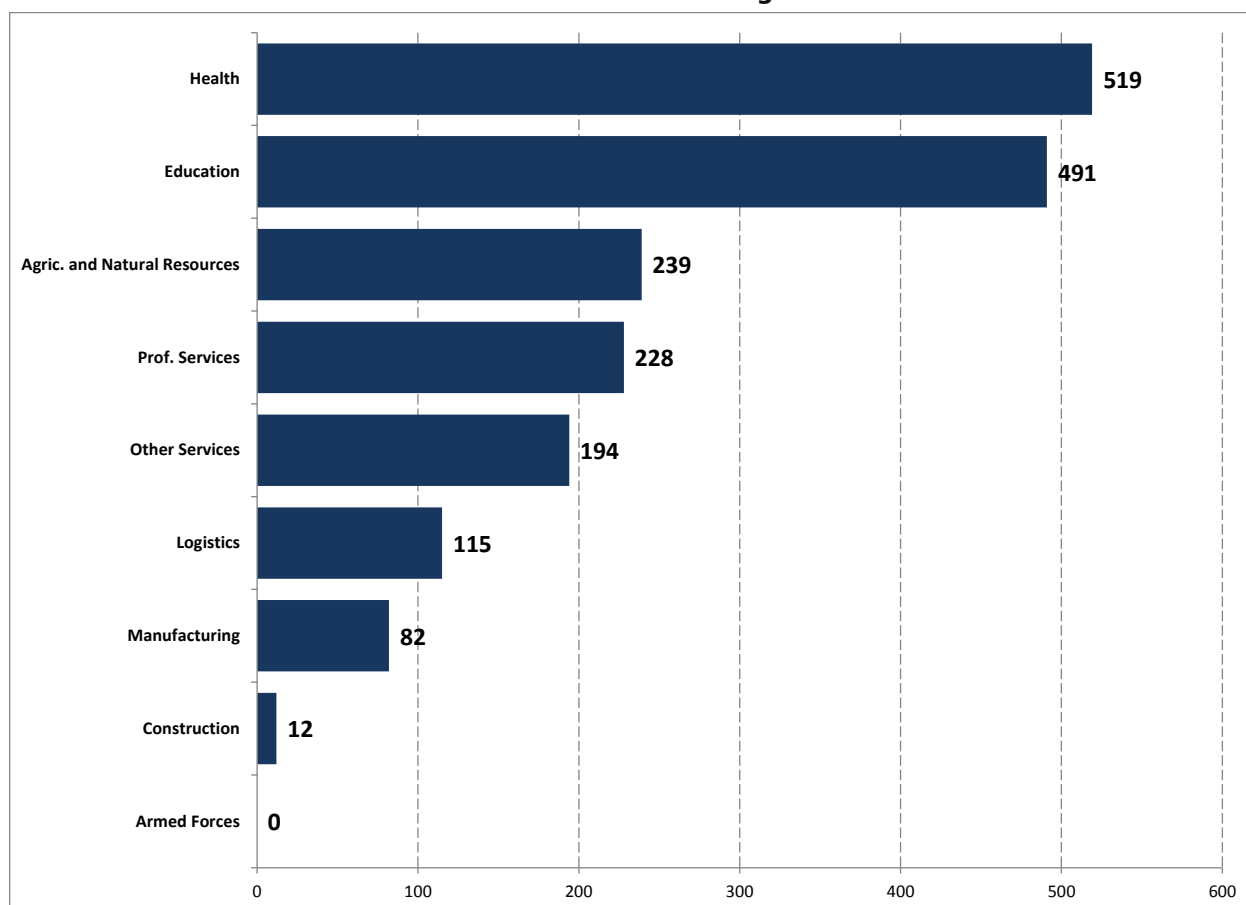
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**Table 61. 2019-2028 10-Year Cumulative Openings by Industry Groups and Occupational Categories: Northern Kern Sub-Region:
Openings Requiring High School Diploma/ GED Equivalent**

Occupational Categories	2019-2028 10-YEAR CUMULATIVE OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES	LOGISTICS	OTHER SERVICES	ARMED FORCES
Total	9,937	1,887	257	1,064	629	1,905	1,798	474	1,923	0
11 Management Occupations	252	63	5	24	28	30	49	11	43	0
13 Business and Financial Operations Occupations	41	5	1	3	1	3	22	1	4	0
15 Computer and Mathematical Occupations	0	0	0	0	0	0	0	0	0	0
17 Architecture and Engineering Occupations	20	0	1	3	0	0	15	0	1	0
19 Life, Physical, and Social Science Occupations	0	0	0	0	0	0	0	0	0	0
21 Community and Social Science Occupations	152	0	0	0	120	19	12	0	1	0
27 Arts, Design, Entert., Sports, and Media Occupations	46	0	0	1	16	3	10	0	16	0
29 Healthcare Practitioners and Technical Occupations	61	0	0	0	3	45	6	0	6	0
31 Healthcare Support Occupations	163	1	0	0	3	142	11	0	6	0
33 Protective Service Occupations	577	9	0	1	34	17	483	4	30	0
35 Food Preparation and Serving Related Occupations	180	0	0	5	15	4	6	0	150	0
37 Building, Grounds Cleaning, Maintenance Occupations	102	21	0	4	19	6	37	1	13	0
39 Personal Care and Service Occupations	1,727	3	0	0	160	1,273	187	0	103	0
41 Sales and Related Occupations	501	15	1	11	1	2	19	5	447	0
43 Office and Administrative Support Occupations	2,726	481	26	144	186	346	571	248	724	0
45 Farming, Fishing, and Forestry Occupations	410	408	0	1	0	0	0	0	1	0
47 Construction and Extraction Occupations	326	36	179	5	6	2	87	5	6	0
49 Installation, Maintenance, and Repair Occupations	550	149	36	65	23	4	97	18	158	0
51 Production Occupations	1,447	440	6	710	2	4	132	38	115	0
53 Transportation and Material Moving Occupations	655	257	2	86	11	4	53	142	100	0
55 Military-only occupations	0	0	0	0	0	0	0	0	0	0
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

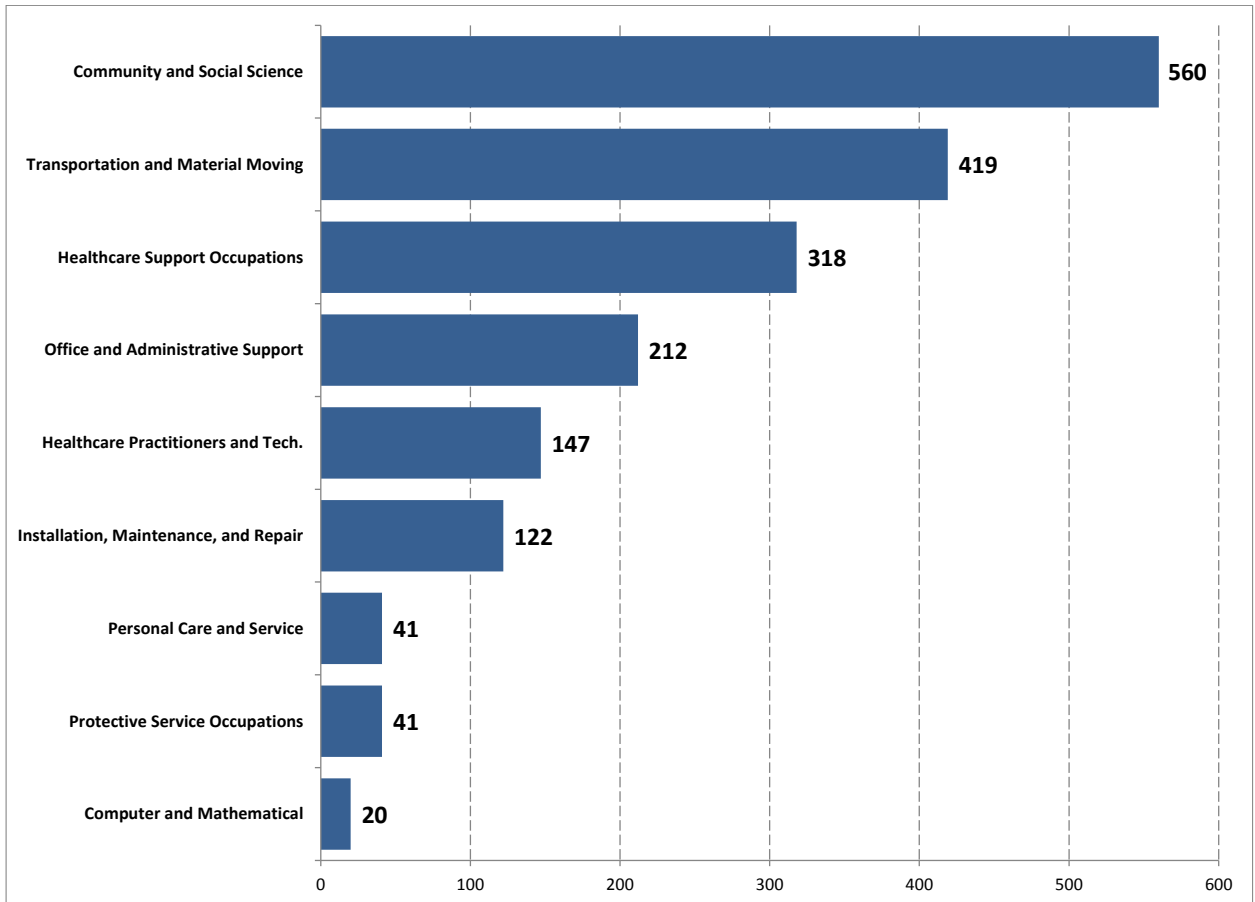
- Health sector openings requiring Some College or Post-Secondary Non-Degree Awards are expected to increase cumulatively by over 500 positions over the next ten years, followed closely by openings in Education (Figure 13). While the Agriculture and Natural Resources sector is projected to exhibit the largest net increase in jobs between 2019 and 2028, in terms of cumulative openings, this sector is third behind Health and Education.

Figure 13. Ten-Year 2019-2028 Cumulative Openings: Only Openings Requiring Some College and/or Post-Secondary Non-Degree by Broad Economic Sectors: Northern Kern Sub-Region



- Similar to the chart above, the chart below present cumulative openings over the 2019-2028 period. Openings are organized by broad occupational categories. Of the 1,880 cumulative openings over the next ten years requiring Some College or a Post-Secondary Non-Degree Award, the bulk (560 cumulative openings), followed by health-related occupations in Healthcare Support (318 cumulative openings) and Healthcare Practitioners (147 cumulative openings) (Figure 14). Most Community and Social Science occupational openings are in the Education sector. EMSI project almost 420 cumulative openings in Transportation and Material Moving over the next ten-years.

Figure 14. Ten-Year 2019-2028 Cumulative Openings: Only Openings Requiring Some College and/or Post-Secondary Non-Degree by Broad Occupational Categories: Northern Kern Sub-Region



Labor force trends

- There are 34,400 persons in the Northern Kern sub-region civilian labor force who are between the ages of 18 to 65. Of the 34,400, 17,500 are fully-utilized, 11,400 are employed but underutilized, and another 5,500 are unemployed (Table 61).
- At 16.3 percent, unemployed persons in this sub-region with no more than a High School Diploma\GED exhibit an unemployment rate that is almost two percentage-points higher than the rate for persons with the same educational background in the KCCD region as a whole (Table 61).
- Persons with an AA degree exhibit a jobless rate of almost 20 percent, versus the comparable regional rate of five percent.

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Table 62. Labor Force Trends: Northern Kern Sub-Region

WORKER/EDUCATION CATEGORY	KCCD	PERCENTAGE	KCCD UER	NORTHERN KERN	PERCENTAGE	NORTHERN KERN UER
Employed Persons (18-65): Fully-Utilized*	231,908	100%		17,479	100%	
Did not finish high school	43,576	19%		5,316	30%	
High School Dipl. Or GED	65,889	28%		5,427	31%	
Some College (Not In School)	53,574	23%		2,969	17%	
Some College (Still Attending)	5,770	2%		314	2%	
AA	18,031	8%		1,141	7%	
BA or higher	45,067	19%		2,311	13%	
Employed Persons (18-65): Under-Utilized	103,531	100%		11,393	100%	
Did not finish high school	23,782	23%		5,154	45%	
High School Dipl. Or GED	28,412	27%		3,290	29%	
Some College (Not In School)	17,669	17%		1,102	10%	
Some College (Still Attending)	12,221	12%		689	6%	
AA	7,786	8%		404	4%	
BA or higher	13,660	13%		754	7%	
Unemployed (18-65) Persons**	49,143	100%	12.8%	5,502	100%	16.0%
Did not finish high school	14,589	30%	17.8%	2,169	39%	17.2%
High School Dipl. Or GED	16,284	33%	14.7%	1,697	31%	16.3%
Some College (Not In School)	9,409	19%	11.7%	709	13%	14.8%
Some College (Still Attending)	3,695	8%	17.0%	370	7%	26.9%
AA	2,431	5%	8.6%	382	7%	19.8%
BA or higher	2,736	6%	4.5%	176	3%	5.4%
Not in the Labor Force (18-65)***	65,214	100%		9,364	100%	
Did not finish high school	16,531	25%		3,032	32%	
High School Dipl. Or GED	18,741	29%		2,922	31%	
Some College (Not In School)	14,252	22%		1,795	19%	
Some College (Still Attending)	4,258	7%		392	4%	
AA	4,572	7%		513	5%	
BA or higher	6,859	11%		711	8%	

*Note: "Fully-utilized" employed persons are those who work full-time (38+ hours per week) and who work at least 50 weeks per year. Self-employed persons are not included. ** Note: Unemployed persons include unemployed with previous wage-work experience, the long-term unemployed, and unemployed with previous self-employment experience. \ *** Note: Not in the Labor Force consists only of persons with either previous wage-work experience or previous self-employment experience).*

- Of the 34,400 persons in the Northern Kern sub-region labor force, there are an estimated 11,500 persons between 18 and 65 persons who might be interested in adult education (Table 62). These persons have either a High School Diploma\GED or Some College and may be interested in training for more advanced and permanent positions.
- Of the 11,500 persons, 4,400 are employed in an underutilized manner, of which 3,300 have at most a High School Diploma\GED and another 1,100 have Some College (Table 62).
- There are 2,400 unemployed persons in this sub-region with no more than Some College for the educational background. Of this amount, 1,700 have at most a High School Diploma and another 700 have Some College (Table 62). Most of the unemployed persons (660 out of

2,400) worked previously in Agriculture, with persons having worked previously in Other Services a close second (590 out of 2,400).

- In addition to the persons in the labor force, there are 4,700 persons who are not in the labor force and who have attained an educational level of no more than Some College. These persons also exhibited previous wage-work experience, as well as self-employment experience.

Table 63. Under-Utilized Employed Labor Force, Unemployed Labor Force, and Select Persons Not in the Labor Force by Select Educational Attainment Levels, By Sector Groups, and Occupational Groups: Northern Kern Sub-Region

SECTOR GROUPS AND BROAD OCCUPATIONAL CATEGORIES	TOTAL			UNDER-UTILIZED LABOR FORCE*			UNEMPLOYED LABOR FORCE			NOT IN LABOR FORCE**		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE
Total	11,514	7,909	3,605	4,391	3,290	1,102	2,406	1,697	709	4,716	2,922	1,795
- Mgt., bus., sci., arts	885	424	461	177	86	91	172	60	112	536	278	258
- Services	2,188	1,452	737	898	651	247	252	187	65	1,038	614	424
- Sales and office	2,224	1,433	792	785	529	255	423	258	165	1,017	645	372
- Nat. res., const., maint.	3,978	2,982	995	1,958	1,581	377	791	573	219	1,229	829	400
- Prod., transp., materials	1,795	1,252	543	574	442	132	325	254	71	897	556	340
-Long-Term Unemployed	444	366	77	0	0	0	444	366	77	0	0	0
Agriculture and Natural Resources	3,329	2,549	780	1,965	1,562	403	664	453	211	700	534	166
- Mgt., bus., sci., arts	101	74	27	7	4	4	26	24	2	68	47	21
- Services	45	13	33	32	6	26	0	0	0	14	7	7
- Sales and office	78	48	31	0	0	0	23	0	23	56	48	8
- Nat. res., const., maint.	2,827	2,225	603	1,750	1,416	334	559	398	161	518	410	108
- Prod., transp., materials	277	190	87	176	136	40	56	31	25	45	23	22
Construction	928	587	341	127	116	11	229	112	117	572	359	213
- Mgt., bus., sci., arts	74	10	64	1	1	0	57	0	57	16	9	7
- Services	0	0	0	0	0	0	0	0	0	0	0	0
- Sales and office	8	8	0	0	0	0	0	0	0	8	8	0
- Nat. res., const., maint.	804	542	262	125	114	11	156	99	58	522	329	193
- Prod., transp., materials	43	27	15	1	1	0	15	14	2	26	12	14
Manufacturing	499	358	141	184	113	71	44	44	0	272	201	70
- Mgt., bus., sci., arts	27	11	16	0	0	0	0	0	0	27	11	16
- Services	24	23	1	12	12	0	0	0	0	12	11	1
- Sales and office	35	19	16	8	0	8	0	0	0	27	19	8
- Nat. res., const., maint.	38	15	23	32	15	17	0	0	0	6	1	5
- Prod., transp., materials	375	290	85	132	86	46	44	44	0	199	160	39

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SECTOR GROUPS AND BROAD OCCUPATIONAL CATEGORIES	TOTAL			UNDER-UTILIZED LABOR FORCE*			UNEMPLOYED LABOR FORCE			NOT IN LABOR FORCE**		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE
Utilities	31	6	25	5	0	5	0	0	0	26	6	20
- Mgt., bus., sci., arts	0	0	0	0	0	0	0	0	0	0	0	0
- Services	0	0	0	0	0	0	0	0	0	0	0	0
- Sales and office	16	0	16	0	0	0	0	0	0	16	0	16
- Nat. res., const., maint.	4	0	4	0	0	0	0	0	0	4	0	4
- Prod., transp., materials	11	6	5	5	0	5	0	0	0	6	6	0
Education	569	394	175	362	276	87	30	12	18	177	106	71
- Mgt., bus., sci., arts	176	89	87	73	28	45	10	1	9	93	60	33
- Services	328	274	55	240	217	23	20	11	9	69	46	23
- Sales and office	55	26	29	44	26	18	0	0	0	10	0	10
- Nat. res., const., maint.	0	0	0	0	0	0	0	0	0	0	0	0
- Prod., transp., materials	10	5	5	5	5	0	0	0	0	5	0	5
Health	504	281	224	200	119	81	55	42	12	249	119	130
- Mgt., bus., sci., arts	114	66	48	37	27	10	0	0	0	77	39	38
- Services	347	191	156	135	74	61	55	42	12	157	75	82
- Sales and office	43	24	20	28	18	10	0	0	0	15	6	10
- Nat. res., const., maint.	0	0	0	0	0	0	0	0	0	0	0	0
- Prod., transp., materials	0	0	0	0	0	0	0	0	0	0	0	0
Professional Services	1,436	796	639	295	162	133	174	104	70	966	529	437
- Mgt., bus., sci., arts	185	73	112	42	24	18	35	6	29	108	43	65
- Services	446	313	133	141	84	56	62	62	0	243	167	76
- Sales and office	471	237	233	79	24	55	49	24	24	343	189	154
- Nat. res., const., maint.	84	14	70	4	0	4	0	0	0	80	14	66
- Prod., transp., materials	251	159	92	30	30	0	29	12	17	192	117	75
Logistics	871	672	198	330	277	53	181	154	28	360	242	118
- Mgt., bus., sci., arts	19	19	0	0	0	0	0	0	0	19	19	0

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SECTOR GROUPS AND BROAD OCCUPATIONAL CATEGORIES	TOTAL			UNDER-UTILIZED LABOR FORCE*			UNEMPLOYED LABOR FORCE			NOT IN LABOR FORCE**		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE
- Services	0	0	0	0	0	0	0	0	0	0	0	0
- Sales and office	199	155	45	106	94	11	0	0	0	94	60	33
- Nat. res., const., maint.	102	102	0	36	36	0	55	55	0	11	11	0
- Prod., transp., materials	551	397	154	188	146	41	126	99	28	237	152	85
Other services	2,876	1,899	977	923	665	259	586	410	177	1,367	825	542
- Mgt., bus., sci., arts	190	83	107	17	3	14	44	30	15	129	51	78
- Services	989	638	351	339	258	81	115	71	44	535	309	226
- Sales and office	1,319	916	403	520	367	153	352	234	118	447	315	132
- Nat. res., const., maint.	119	85	34	11	0	11	21	21	0	88	64	24
- Prod., transp., materials	259	177	81	37	37	0	54	54	0	168	86	81
Armed Forces	28	0	28	0	0	0	0	0	0	28	0	28
- Mgt., bus., sci., arts	0	0	0	0	0	0	0	0	0	0	0	0
- Services	8	0	8	0	0	0	0	0	0	8	0	8
- Sales and office	0	0	0	0	0	0	0	0	0	0	0	0
- Nat. res., const., maint.	0	0	0	0	0	0	0	0	0	0	0	0
- Prod., transp., materials	19	0	19	0	0	0	0	0	0	19	0	19
Long-Term Unemployed	444	366	77	0	0	0	444	366	77	0	0	0

Labor force to job openings comparisons

- At 1,201 openings, the total number of openings in occupations requiring either a High School Diploma\GED (1,009) or Some College (191) is half the amount (2,400) of unemployed persons between 18 and 65 and in the civilian labor force with the requisite educational background (Table 63).
- While in general it will take at least two years for the total number of openings to absorb the 2,400 unemployed persons, this is not the case for the Health and Professional Services sectors. Across a number of occupational categories and adjusted for education, these sectors exhibit more openings relative to unemployed persons (Table 63). There are 52 openings in the Health sector requiring Some College or a Post-Secondary Non-Degree Award, versus 12 persons with similar backgrounds. There are 178 openings in this sector requiring a High School Diploma, versus 42 unemployed persons who previously worked in the Health sector.
- There are approximately 4,400 persons employed in an underutilized manner, nearly four times the number of identified openings (Table 63). Along with the unemployed, these persons might be interested in training for more advanced and permanent positions.
- It will take almost five-and-a-half years over the course of the ten-year 2019-2028 period to generate enough openings on a cumulative basis to fully absorb the combined number of underutilized and unemployed labor force in the sub-region, although this does not hold for the Health sector. It will take approximately one year and two months to fully absorb the 255 under-utilized and unemployed persons with Health sector experience with the 230 annual openings projected for this sector.

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Table 64. Comparison of Unemployed Labor Force and 2018 and 2019-2028 Ten-Year Cumulative Job Openings: Northern Kern Sub-Region

OCCUPATIONAL GROUPS BY SECTOR GROUPS	UNEMPLOYED LABOR FORCE			YEAR 2018 OPENINGS			2019-2028 10-YEAR CUMULATIVE OPENINGS		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)
Total	2,406	1,697	709	1,201	1,009	191	11,815	9,937	1,879
- Mgt., bus., sci., arts	172	60	112	109	51	58	1,238	512	726
- Services	252	187	65	332	276	56	3,209	2,810	399
- Sales and office	423	258	165	351	330	22	3,439	3,228	212
- Nat. res., const., maint.	791	573	219	73	73	0	858	736	122
- Prod., transp., materials	325	254	71	334	279	56	3,071	2,652	419
- Long-Term Unemploy.	444	366	77	0	0	0	0	0	0
Agriculture - Nat. Res.	664	453	211	216	191	25	2,126	1,887	239
- Mgt., bus., sci., arts	26	24	2	7	7	0	71	69	2
- Services	0	0	0	4	3	0	36	34	2
- Sales and office	23	0	23	54	50	4	533	496	37
- Nat. res., const., maint.	559	398	161	44	44	0	477	444	33
- Prod., transp., materials	56	31	25	106	86	20	1,010	845	164
Construction	229	112	117	27	26	1	269	257	12
- Mgt., bus., sci., arts	57	0	57	1	1	0	6	6	0
- Services	0	0	0	0	0	0	0	0	0
- Sales and office	0	0	0	3	3	0	30	28	2
- Nat. res., const., maint.	156	99	58	18	18	0	187	179	8
- Prod., transp., materials	15	14	2	5	4	1	46	44	1
Manufacturing	44	44	0	131	122	10	1,146	1,064	82
- Mgt., bus., sci., arts	0	0	0	4	3	0	31	30	1
- Services	0	0	0	1	1	0	10	10	0
- Sales and office	0	0	0	19	18	1	167	156	11
- Nat. res., const., maint.	0	0	0	1	1	0	20	6	14
- Prod., transp., materials	44	44	0	107	98	8	917	862	55
Education	30	12	18	113	63	50	1,120	629	491
- Mgt., bus., sci., arts	10	1	9	61	17	45	619	166	453
- Services	20	11	9	26	24	2	246	234	12
- Sales and office	0	0	0	20	18	1	201	187	14
- Nat. res., const., maint.	0	0	0	1	1	0	11	6	5
- Prod., transp., materials	0	0	0	5	3	1	43	36	7
Health	55	42	12	230	178	52	2,424	1,905	519
- Mgt., bus., sci., arts	0	0	0	11	5	6	235	55	180
- Services	55	42	12	181	139	42	1,796	1,487	309
- Sales and office	0	0	0	36	33	3	375	348	27

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OCCUPATIONAL GROUPS BY SECTOR GROUPS	UNEMPLOYED LABOR FORCE			YEAR 2018 OPENINGS			2019-2028 10-YEAR CUMULATIVE OPENINGS		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)
- Nat. res., const., maint.	0	0	0	0	0	0	3	2	1
- Prod., transp., materials	0	0	0	2	1	0	16	13	3
Professional Services	174	104	70	211	187	24	2,026	1,798	228
- Mgt., bus., sci., arts	35	6	29	16	11	5	175	107	68
- Services	62	62	0	84	76	8	791	731	60
- Sales and office	49	24	24	66	62	5	635	591	44
- Nat. res., const., maint.	0	0	0	9	9	0	110	88	22
- Prod., transp., materials	29	12	17	35	29	6	315	282	34
Logistics	181	154	28	54	43	11	589	474	115
- Mgt., bus., sci., arts	0	0	0	1	1	0	14	13	1
- Services	0	0	0	1	1	0	6	6	0
- Sales and office	0	0	0	25	23	2	272	253	19
- Nat. res., const., maint.	55	55	0	0	0	0	5	5	0
- Prod., transp., materials	126	99	28	26	18	9	292	197	95
Other Services	586	410	177	220	200	20	2,116	1,923	194
- Mgt., bus., sci., arts	44	30	15	7	7	1	87	65	22
- Services	115	71	44	36	32	3	324	307	16
- Sales and office	352	234	118	128	122	6	1,227	1,171	56
- Nat. res., const., maint.	21	21	0	1	1	0	46	7	39
- Prod., transp., materials	54	54	0	49	38	10	433	373	60
Armed Forces	0	0	0	0	0	0	0	0	0
- Mgt., bus., sci., arts	0	0	0	0	0	0	0	0	0
- Services	0	0	0	0	0	0	0	0	0
- Sales and office	0	0	0	0	0	0	0	0	0
- Nat. res., const., maint.	0	0	0	0	0	0	0	0	0
- Prod., transp., materials	0	0	0	0	0	0	0	0	0
Long-Term Unemploy.	444	366	77						

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Table 65. Comparison of Underutilized Labor Force and 2018 and 2019-2028 Ten-Year Cumulative Job Openings: Northern Kern Sierra Sub-Region

OCCUPATIONAL GROUPS BY SECTOR GROUPS	UNDER-UTILIZED LABOR FORCE			YEAR 2018 OPENINGS			2019-2028 10-YEAR CUMULATIVE OPENINGS		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST- SEC. NON- DEGREE)	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST- SEC. NON- DEGREE)
Total	4,391	3,290	1,102	1,201	1,009	191	11,815	9,937	1,879
- Mgt., bus., sci., arts	177	86	91	109	51	58	1,238	512	726
- Services	898	651	247	332	276	56	3,209	2,810	399
- Sales and office	785	529	255	351	330	22	3,439	3,228	212
- Nat. res., const., maint.	1,958	1,581	377	73	73	0	858	736	122
- Prod., transp., materials	574	442	132	334	279	56	3,071	2,652	419
- Long-Term Unemploy.	0	0	0	0	0	0	0	0	0
Agriculture - Nat. Res.	1,965	1,562	403	216	191	25	2,126	1,887	239
- Mgt., bus., sci., arts	7	4	4	7	7	0	71	69	2
- Services	32	6	26	4	3	0	36	34	2
- Sales and office	0	0	0	54	50	4	533	496	37
- Nat. res., const., maint.	1,750	1,416	334	44	44	0	477	444	33
- Prod., transp., materials	176	136	40	106	86	20	1,010	845	164
Construction	127	116	11	27	26	1	269	257	12
- Mgt., bus., sci., arts	1	1	0	1	1	0	6	6	0
- Services	0	0	0	0	0	0	0	0	0
- Sales and office	0	0	0	3	3	0	30	28	2
- Nat. res., const., maint.	125	114	11	18	18	0	187	179	8
- Prod., transp., materials	1	1	0	5	4	1	46	44	1
Manufacturing	184	113	71	131	122	10	1,146	1,064	82
- Mgt., bus., sci., arts	0	0	0	4	3	0	31	30	1
- Services	12	12	0	1	1	0	10	10	0
- Sales and office	8	0	8	19	18	1	167	156	11
- Nat. res., const., maint.	32	15	17	1	1	0	20	6	14
- Prod., transp., materials	132	86	46	107	98	8	917	862	55
Education	362	276	87	113	63	50	1,120	629	491
- Mgt., bus., sci., arts	73	28	45	61	17	45	619	166	453
- Services	240	217	23	26	24	2	246	234	12
- Sales and office	44	26	18	20	18	1	201	187	14
- Nat. res., const., maint.	0	0	0	1	1	0	11	6	5
- Prod., transp., materials	5	5	0	5	3	1	43	36	7
Health	200	119	81	230	178	52	2,424	1,905	519
- Mgt., bus., sci., arts	37	27	10	11	5	6	235	55	180
- Services	135	74	61	181	139	42	1,796	1,487	309
- Sales and office	28	18	10	36	33	3	375	348	27
- Nat. res., const., maint.	0	0	0	0	0	0	3	2	1

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OCCUPATIONAL GROUPS BY SECTOR GROUPS	UNDER-UTILIZED LABOR FORCE			YEAR 2018 OPENINGS			2019-2028 10-YEAR CUMULATIVE OPENINGS		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST- SEC. NON- DEGREE)	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST- SEC. NON- DEGREE)
- Prod., transp., materials	0	0	0	2	1	0	16	13	3
Professional Services	300	162	137	211	187	24	2,026	1,798	228
- Mgt., bus., sci., arts	42	24	18	16	11	5	175	107	68
- Services	141	84	56	84	76	8	791	731	60
- Sales and office	79	24	55	66	62	5	635	591	44
- Nat. res., const., maint.	4	0	4	9	9	0	110	88	22
- Prod., transp., materials	35	30	5	35	29	6	315	282	34
Logistics	330	277	53	54	43	11	589	474	115
- Mgt., bus., sci., arts	0	0	0	1	1	0	14	13	1
- Services	0	0	0	1	1	0	6	6	0
- Sales and office	106	94	11	25	23	2	272	253	19
- Nat. res., const., maint.	36	36	0	0	0	0	5	5	0
- Prod., transp., materials	188	146	41	26	18	9	292	197	95
Other Services	923	665	259	220	200	20	2,116	1,923	194
- Mgt., bus., sci., arts	17	3	14	7	7	1	87	65	22
- Services	339	258	81	36	32	3	324	307	16
- Sales and office	520	367	153	128	122	6	1,227	1,171	56
- Nat. res., const., maint.	11	0	11	1	1	0	46	7	39
- Prod., transp., materials	37	37	0	49	38	10	433	373	60
Armed Forces	0	0	0	0	0	0	0	0	0
- Mgt., bus., sci., arts	0	0	0	0	0	0	0	0	0
- Services	0	0	0	0	0	0	0	0	0
- Sales and office	0	0	0	0	0	0	0	0	0
- Nat. res., const., maint.	0	0	0	0	0	0	0	0	0
- Prod., transp., materials	0	0	0	0	0	0	0	0	0
Long-Term Unemploy.	0	0	0	0	0	0	0	0	0

Porterville Sub-Region

Employment trends and projections

- There are 38,500 jobs in the Porterville sub-region, of which slightly over 28 percent are in Agriculture (NAICS 11), or 10,700 (Table 65).
- Over the next ten years, the number of jobs is projected to increase by almost 2,200 jobs, with more than half of the net increase in jobs occurring in Health (NAICS 62), or 1,300 net new jobs.
- Jobs in Agriculture are projected to decrease by 300 over the next ten years

Table 66. Employment Trends and Projections: Porterville Sub-Region: 2018-2028

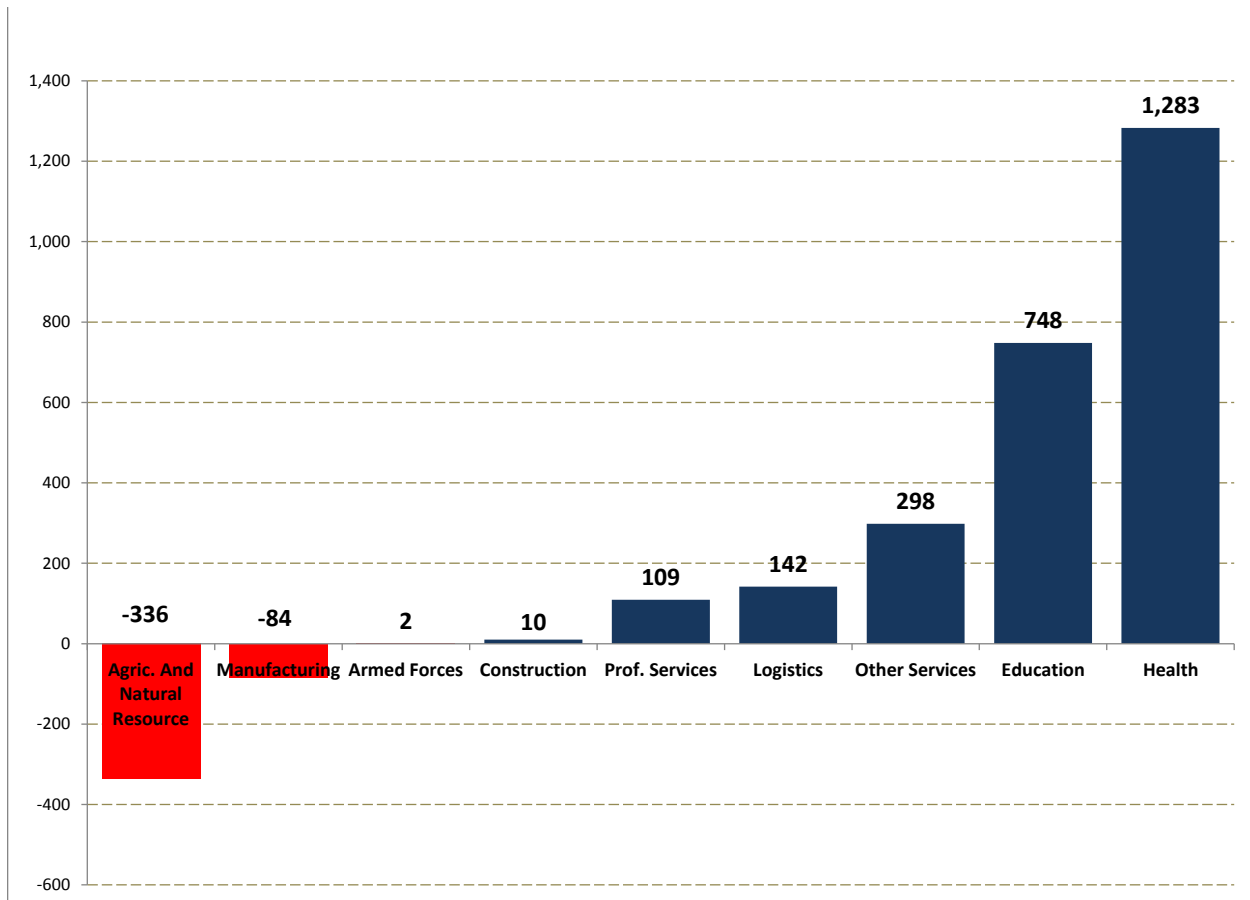
NAICS	SECTORS	2018	2023	2028	2018	18-23 CHG	18-28 CHG	18-23 CAGR	23-28 CAGR
Total		38,542	40,292	40,717	100.0%	1,749	2,175	0.9%	0.2%
11	Agric.	10,848	10,685	10,516	28.1%	-163	-332	-0.3%	-0.3%
21	Mining	4	3	0	0.0%	0	-4	-2.3%	-100%
22	Utilities	107	112	99	0.3%	6	-8	1.0%	-2.5%
23	Construction	814	854	824	2.1%	40	10	1.0%	-0.7%
31-33	Manufacturing	1,488	1,502	1,404	3.9%	13	-84	0.2%	-1.3%
42	Wholesale	562	545	479	1.5%	-17	-83	-0.6%	-2.6%
44-45	Retail	3,066	3,092	3,017	8.0%	26	-49	0.2%	-0.5%
48	Transportation	873	903	913	2.3%	30	41	0.7%	0.2%
49	Warehousing	1,458	1,598	1,643	3.8%	140	185	1.8%	0.6%
51	Information	187	165	137	0.5%	-21	-49	-2.4%	-3.6%
52	Fin. and Ins.	424	411	347	1.1%	-13	-77	-0.6%	-3.3%
53	Real Estate	278	299	281	0.7%	21	2	1.4%	-1.3%
54	Prof., Tech., Svcs.	355	427	431	0.9%	72	76	3.7%	0.2%
55	Mgmt. Of Cos.	48	38	32	0.1%	-9	-15	-4.3%	-3.4%
561	Admin. Svcs.	1,421	1,577	1,648	3.7%	155	227	2.1%	0.9%
562	Waste Mgt.	4	3	0	0.0%	0	-4	-2.3%	-100%
61	Education	4,695	5,151	5,443	12.2%	456	749	1.9%	1.1%
62	Health	6,268	7,069	7,551	16.3%	801	1,283	2.4%	1.3%
71	Rec. Ent., etc.	114	135	138	0.3%	21	24	3.4%	0.5%
721	Lodging	139	157	167	0.4%	18	27	2.4%	1.2%
722	Food \Bev.	1,843	2,004	2,095	4.8%	160	252	1.7%	0.9%
81	Other Services	599	622	604	1.6%	24	5	0.8%	-0.6%
92	Public Sector	2,738	2,705	2,696	7.1%	-33	-42	-0.2%	-0.1%
98	Armed Forces	113	114	115	0.3%	1	2	0.0%	0.0%
99	Unclassified	98	121	136	0.3%	23	38	4.4%	2.3%

Source: ADE, Inc., based on EMSI 2018 Q4 QCEW and Non-QCEW ZIP Code Employment Data

- With almost 1,300 net new jobs over the next ten years, the Health sector is projected to generate the most jobs, followed by Education with 750 net new jobs (Figure 15). Following Education, Other Services is the next largest group of sectors in terms of job creation (300 net

new jobs). This includes Retail (NAICS 44-45), Lodging (NAICS 721), Food-Beverage (NAICS 722), and Other Services (NAICS 81). Logistics (Transportation [NAICS 48, Warehousing [NAICS 49], and Wholesale [NAICS 42]) is project to generate almost 150 new jobs over the next ten years.

Figure 15. Net Change in Employment: 2018-2028: Porterville Sub-Region



Job openings and projections

- The Porterville sub-region as a whole averages almost 5,300 openings a year (Table 66). At 2,500, the bulk of the openings do not require a High School Diploma\GED, most of which are in Farming, Fishing, and Forestry (1,300).
- Approximately 270 openings occur in occupations requiring a Post-Secondary Non-degree Award, with another 127 in occupations requiring Some College (Table 66). Openings in occupations requiring a High School Diploma are projected to increase by approximately 1,600 a year (Table 66).

- Most openings in KCCD's Porterville sub-region occur in Agriculture and Natural Resources. Of the typical 5,300 openings in a given year, almost 1,600 are Agriculture and Natural Resources (Table 67), twice as many openings as the next highest sector which is Healthcare at 840 openings per year.
- Almost 400 of the total openings across all industry sectors are in occupations requiring either Some College or a Post-Secondary Non-degree Award (Table 68). Most of these openings are in the Health sector, or approximately 170 out of 400 (Table 68). In any given year there are almost four times as many openings (1,600) in occupations requiring a High School Diploma (or GED) as there are openings in occupations requiring Some College or a Post-Secondary Non-degree Award (Table 69). Approximately one fourth of these openings are in the Health Sector, or 430 openings out of a total of 1,600 openings.
- Over the next ten years, EMSI projects almost 2,600 cumulative openings in occupations requiring a Post-Secondary Non-degree Award, with 1,500 of these projected openings occurring in health-related occupations (Table 66). EMSI projects another 1,200 cumulative openings in occupations requiring Some College\Post-Secondary Non-degree Award, the bulk of which, at almost 800, are in Community and Social Sciences occupations (Table 66).
- On a cumulative basis over the ten-year 2019-2028 period, there is projected to be 51,900 openings (Tables 66 and 70). Of the 51,900 cumulative openings, almost 3,900 are in occupations that require Some College or a Post-Secondary Non-degree Award, with 1,700 of these cumulative openings occurring in the Health sector (Table 71).
- Almost 16,000 of the 51,900 cumulative openings are in occupations requiring a High School Diploma or GED. Slightly more than one-fourth of these cumulative openings will occur in the Health sector (4,600). But of the 4,600 cumulative openings in the Health sector, most (3,100) are in the broad occupational category of Personal Care and Services, along with 340 cumulative openings in Healthcare Support occupations and almost 40 in Healthcare Practitioners and technical occupations (Table 72).

Table 67. Year 2018 and 10-Year 2019-2028 Cumulative Openings by Educational Requirements and Occupational Categories: Porterville Sub-Region

OCCUPATIONAL CATEGORIES	ONE-YEAR 2018 OPENINGS						TEN-YEAR 2019-2028 CUMULATIVE OPENINGS					
	YEAR 2018 OPENINGS	LESS THAN HS DIPLOMA	HIGH SCHOOL DIPLOMA OR GED	POST-SECONDARY NON-DEGREE	SOME COLLEGE	AA OR HIGHER (AND OTHER)*	CUMULATIVE OPENINGS: 19-28	LESS THAN HS DIPLOMA	HIGH SCHOOL DIPLOMA OR GED	POST-SECONDARY NON-DEGREE	SOME COLLEGE	AA OR HIGHER (AND OTHER)*
Total	5,284	2,507	1,613	270	127	768	51,859	24,591	15,921	2,600	1,252	7,494
11 Management	124	0	44	0	0	80	1,213	0	426	0	0	787
13 Business and Financial Operations	84	0	5	0	0	80	824	0	45	0	0	779
15 Computer and Mathematical	34	0	0	0	2	32	325	0	0	0	22	302
17 Architecture and Engineering	38	0	2	0	0	36	381	0	22	0	0	358
19 Life, Physical, and Social Science	43	0	0	0	0	43	408	0	0	0	0	408
21 Community and Social Science	478	0	28	2	78	369	4,710	0	278	22	786	3,623
27 Arts, Design, Entertainment, Sports, Media	41	2	11	2	2	23	385	22	112	22	22	206
29 Healthcare Practitioners and Tech.	134	0	5	45	0	85	1,256	0	45	383	0	828
31 Healthcare Support	152	0	35	112	0	5	1,534	0	365	1,123	0	45
33 Protective Service	68	5	59	5	0	0	679	45	590	45	0	0
35 Food Preparation Serving, Related	444	415	29	0	0	0	4,503	4,211	292	0	0	0
37 Building and Grounds Cleaning and Maint.	121	110	11	0	0	0	1,217	1,105	112	0	0	0
39 Personal Care and Service	403	5	394	5	0	0	4,129	45	4,039	45	0	0
41 Sales and Related	358	283	71	0	0	5	3,556	2,813	699	0	0	45
43 Office and Administrative Support	488	0	444	0	42	2	4,722	0	4,301	0	399	22
45 Farming, Fishing, and Forestry	1,344	1,296	45	0	0	2	12,993	12,524	447	0	0	22
47 Construction and Extraction	114	59	55	0	0	0	1,125	582	544	0	0	0
49 Installation, Maintenance, Repair	122	0	90	27	2	2	1,187	0	872	271	22	22
51 Production	222	27	191	5	0	0	2,121	269	1,815	37	0	1
53 Transportation, Material Moving	470	306	95	67	0	2	4,568	2,976	918	652	0	22
55 Military-only	2	0	0	0	0	2	22	0	0	0	0	22
99 Unclassified	0	0	0	0	0	0	0	0	0	0	0	0

Table 68. Year 2018 Openings by Industry Groups and Occupational Categories: Porterville Sub-Region

Occupational Categories	2018 OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES*	LOGISTICS	OTHER SERVICES**	ARMED FORCES^
Total	5,284	1,607	116	198	553	840	688	290	985	7
11 Management Occupations	124	15	5	7	15	24	32	7	19	0
13 Business and Financial Operations Occupations	84	6	2	3	4	10	47	3	8	0
15 Computer and Mathematical Occupations	34	1	0	1	5	5	19	1	2	0
17 Architecture and Engineering Occupations	38	0	1	6	0	0	28	1	1	0
19 Life, Physical, and Social Science Occupations	43	4	0	4	7	8	20	0	1	0
21 Community and Social Science Occupations	478	0	0	0	354	78	34	0	11	0
27 Arts, Design, Entert., Sports, and Media Occupations	41	0	0	1	10	3	16	0	10	0
29 Healthcare Practitioners and Technical Occupations	134	0	0	0	5	113	10	0	6	0
31 Healthcare Support Occupations	152	1	0	0	2	141	6	0	3	0
33 Protective Service Occupations	68	1	0	0	5	2	56	1	3	0
35 Food Preparation and Serving Related Occupations	444	0	0	2	34	34	12	2	360	0
37 Building, Grounds Cleaning, Maintenance Occupations	121	18	1	2	26	22	34	3	16	0
39 Personal Care and Service Occupations	403	1	0	0	28	293	48	1	31	0
41 Sales and Related Occupations	358	10	3	6	1	3	38	5	290	0
43 Office and Administrative Support Occupations	488	47	9	14	42	87	139	55	94	0
45 Farming, Fishing, and Forestry Occupations	1,344	1,335	0	2	0	1	3	0	3	0
47 Construction and Extraction Occupations	114	2	81	4	1	1	22	1	1	0
49 Installation, Maintenance, and Repair Occupations	122	19	7	8	6	3	28	10	40	1
51 Production Occupations	222	41	2	105	0	4	39	7	22	0
53 Transportation and Material Moving Occupations	470	106	4	32	9	8	57	191	62	0
55 Military-only occupations	2	0	0	0	0	0	0	0	0	2
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

Source: ADE, Inc., based on EMSI 2018 Q4 ZIP Code Employment Data (*Note: "Professional Services" includes Information, Real Estate, Finance and Insurance, Admin-Waste, Utilities, and Public Administration. **Note: "Other"

**Table 69. Year 2018 Openings by Industry Groups and Occupational Categories: Porterville Sub-Region:
 Openings Requiring Some College and or Post-Secondary Non-Degree Award**

Occupational Categories	2018 OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES	LOGISTICS	OTHER SERVICES	ARMED FORCES
Total	395	25	3	10	70	168	48	35	35	1
11 Management Occupations	0	0	0	0	0	0	0	0	0	0
13 Business and Financial Operations Occupations	0	0	0	0	0	0	0	0	0	0
15 Computer and Mathematical Occupations	2	0	0	0	0	0	1	0	0	0
17 Architecture and Engineering Occupations	0	0	0	0	0	0	0	0	0	0
19 Life, Physical, and Social Science Occupations	0	0	0	0	0	0	0	0	0	0
21 Community and Social Science Occupations	81	0	0	0	60	13	6	0	2	0
27 Arts, Design, Entert., Sports, and Media Occupations	5	0	0	0	1	0	2	0	1	0
29 Healthcare Practitioners and Technical Occupations	45	0	0	0	2	38	3	0	2	0
31 Healthcare Support Occupations	112	0	0	0	1	104	5	0	2	0
33 Protective Service Occupations	5	0	0	0	0	0	4	0	0	0
35 Food Preparation and Serving Related Occupations	0	0	0	0	0	0	0	0	0	0
37 Building, Grounds Cleaning, Maintenance Occupations	0	0	0	0	0	0	0	0	0	0
39 Personal Care and Service Occupations	5	0	0	0	0	3	1	0	0	0
41 Sales and Related Occupations	0	0	0	0	0	0	0	0	0	0
43 Office and Administrative Support Occupations	42	4	1	1	4	7	12	5	8	0
45 Farming, Fishing, and Forestry Occupations	0	0	0	0	0	0	0	0	0	0
47 Construction and Extraction Occupations	0	0	0	0	0	0	0	0	0	0
49 Installation, Maintenance, and Repair Occupations	30	5	2	2	1	1	7	2	10	0
51 Production Occupations	5	1	0	2	0	0	1	0	0	0
53 Transportation and Material Moving Occupations	66	15	1	5		1	8	27	9	0
55 Military-only occupations	0	0	0	0	0	0	0	0	0	0
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

Table 70. Year 2018 Openings by Industry Groups and Occupational Categories: Porterville Sub-Region: Openings Requiring High School Diploma/ GED Equivalent

Occupational Categories	2018 OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES	LOGISTICS	OTHER SERVICES	ARMED FORCES
Total	1,613	170	58	122	111	432	333	109	275	2
11 Management Occupations	44	5	2	2	5	8	11	3	7	0
13 Business and Financial Operations Occupations	5	0	0	0	0	1	3	0	0	0
15 Computer and Mathematical Occupations	0	0	0	0	0	0	0	0	0	0
17 Architecture and Engineering Occupations	2	0	0	0	0	0	2	0	0	0
19 Life, Physical, and Social Science Occupations	0	0	0	0	0	0	0	0	0	0
21 Community and Social Science Occupations	28	0	0	0	21	5	2	0	1	0
27 Arts, Design, Entert., Sports, and Media Occupations	11	0	0	0	3	1	4	0	3	0
29 Healthcare Practitioners and Technical Occupations	5	0	0	0	0	4	0	0	0	0
31 Healthcare Support Occupations	35	0	0	0	0	33	2	0	1	0
33 Protective Service Occupations	59	1	0	0	4	2	48	1	2	0
35 Food Preparation and Serving Related Occupations	29	0	0	0	2	2	1	0	24	0
37 Building, Grounds Cleaning, Maintenance Occupations	11	2	0	0	2	2	3	0	1	0
39 Personal Care and Service Occupations	394	1	0	0	27	287	47	1	30	0
41 Sales and Related Occupations	71	2	1	1	0	1	8	1	57	0
43 Office and Administrative Support Occupations	444	43	8	13	38	79	127	50	86	0
45 Farming, Fishing, and Forestry Occupations	45	45	0	0	0	0	0	0	0	0
47 Construction and Extraction Occupations	55	1	39	2	1	1	11	0	1	0
49 Installation, Maintenance, and Repair Occupations	90	14	5	6	4	2	21	8	29	1
51 Production Occupations	191	35	2	90	0	4	34	6	19	0
53 Transportation and Material Moving Occupations	95	21	1	6	2	2	11	38	12	0
55 Military-only occupations	0	0	0	0	0	0	0	0	0	0
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

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Table 71. 2019-2028 10-Year Cumulative Openings by Industry Groups and Occupational Categories: Porterville Sierra Sub-Region

Occupational Categories	2019-2028 10-YEAR CUMULATIVE OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES	LOGISTICS	OTHER SERVICES	ARMED FORCES
Total	51,859	15,437	1,146	1,860	5,471	8,692	6,580	2,899	9,710	64
11 Management Occupations	1,213	140	45	68	148	249	297	74	188	4
13 Business and Financial Operations Occupations	824	52	22	33	40	103	463	33	76	2
15 Computer and Mathematical Occupations	325	9	1	11	52	46	173	10	21	1
17 Architecture and Engineering Occupations	381	0	14	58	1	4	276	9	16	2
19 Life, Physical, and Social Science Occupations	408	35	0	45	67	71	183	0	7	1
21 Community and Social Science Occupations	4,710	3	0	0	3,447	855	303	0	100	2
27 Arts, Design, Entert., Sports, and Media Occupations	385	2	2	8	106	33	130	2	100	2
29 Healthcare Practitioners and Technical Occupations	1,256	2	1	1	49	1,055	90	1	56	1
31 Healthcare Support Occupations	1,534	5	0	0	16	1,422	60	0	29	1
33 Protective Service Occupations	679	7	0	2	53	21	556	10	27	2
35 Food Preparation and Serving Related Occupations	4,503	0	0	24	344	348	116	23	3,647	1
37 Building, Grounds Cleaning, Maintenance Occupations	1,217	171	6	16	272	221	342	26	164	0
39 Personal Care and Service Occupations	4,129	6	0	0	260	3,163	406	10	283	1
41 Sales and Related Occupations	3,556	100	29	64	14	36	382	54	2,876	0
43 Office and Administrative Support Occupations	4,722	431	84	135	432	883	1,333	543	878	3
45 Farming, Fishing, and Forestry Occupations	12,993	12,902	0	19	1	8	28	5	32	0
47 Construction and Extraction Occupations	1,125	15	805	42	15	11	216	6	15	2
49 Installation, Maintenance, and Repair Occupations	1,187	175	75	71	62	28	266	104	397	9
51 Production Occupations	2,121	392	24	963	4	43	399	78	217	1
53 Transportation and Material Moving Occupations	4,568	990	37	302	89	92	561	1,912	581	4
55 Military-only occupations	22	0	0	0	0	0	0	0	0	22
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

**Table 72. 2019-2028 10-Year Cumulative Openings by Industry Groups and Occupational Categories: Porterville Sub-Region:
Openings Requiring Some College and or Post-Secondary Non-Degree Award**

Occupational Categories	2019-2028 10-YEAR CUMULATIVE OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES	LOGISTICS	OTHER SERVICES	ARMED FORCES
Total	3,852	233	32	91	705	1,647	456	347	332	9
11 Management Occupations	0	0	0	0	0	0	0	0	0	0
13 Business and Financial Operations Occupations	0	0	0	0	0	0	0	0	0	0
15 Computer and Mathematical Occupations	22	1	0	1	4	3	12	1	1	0
17 Architecture and Engineering Occupations	0	0	0	0	0	0	0	0	0	0
19 Life, Physical, and Social Science Occupations	0	0	0	0	0	0	0	0	0	0
21 Community and Social Science Occupations	808	0	0	0	591	147	52	0	17	1
27 Arts, Design, Entert., Sports, and Media Occupations	45	0	0	1	12	4	15	0	12	0
29 Healthcare Practitioners and Technical Occupations	383	1	0	0	15	321	27	0	17	1
31 Healthcare Support Occupations	1,123	4	0	0	12	1,041	44	0	21	1
33 Protective Service Occupations	45	0	0	0	3	1	37	1	2	0
35 Food Preparation and Serving Related Occupations	0	0	0	0	0	0	0	0	0	0
37 Building, Grounds Cleaning, Maintenance Occupations	0	0	0	0	0	0	0	0	0	0
39 Personal Care and Service Occupations	45	0	0	0	3	34	4	0	3	0
41 Sales and Related Occupations	0	0	0	0	0	0	0	0	0	0
43 Office and Administrative Support Occupations	399	36	7	11	36	75	113	46	74	0
45 Farming, Fishing, and Forestry Occupations	0	0	0	0	0	0	0	0	0	0
47 Construction and Extraction Occupations	0	0	0	0	0	0	0	0	0	0
49 Installation, Maintenance, and Repair Occupations	293	43	18	17	15	7	65	26	97	4
51 Production Occupations	37	7	0	17	0	1	7	1	4	0
53 Transportation and Material Moving Occupations	652	141	5	43	13	13	80	273	83	1
55 Military-only occupations	0	0	0	0	0	0	0	0	0	0
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

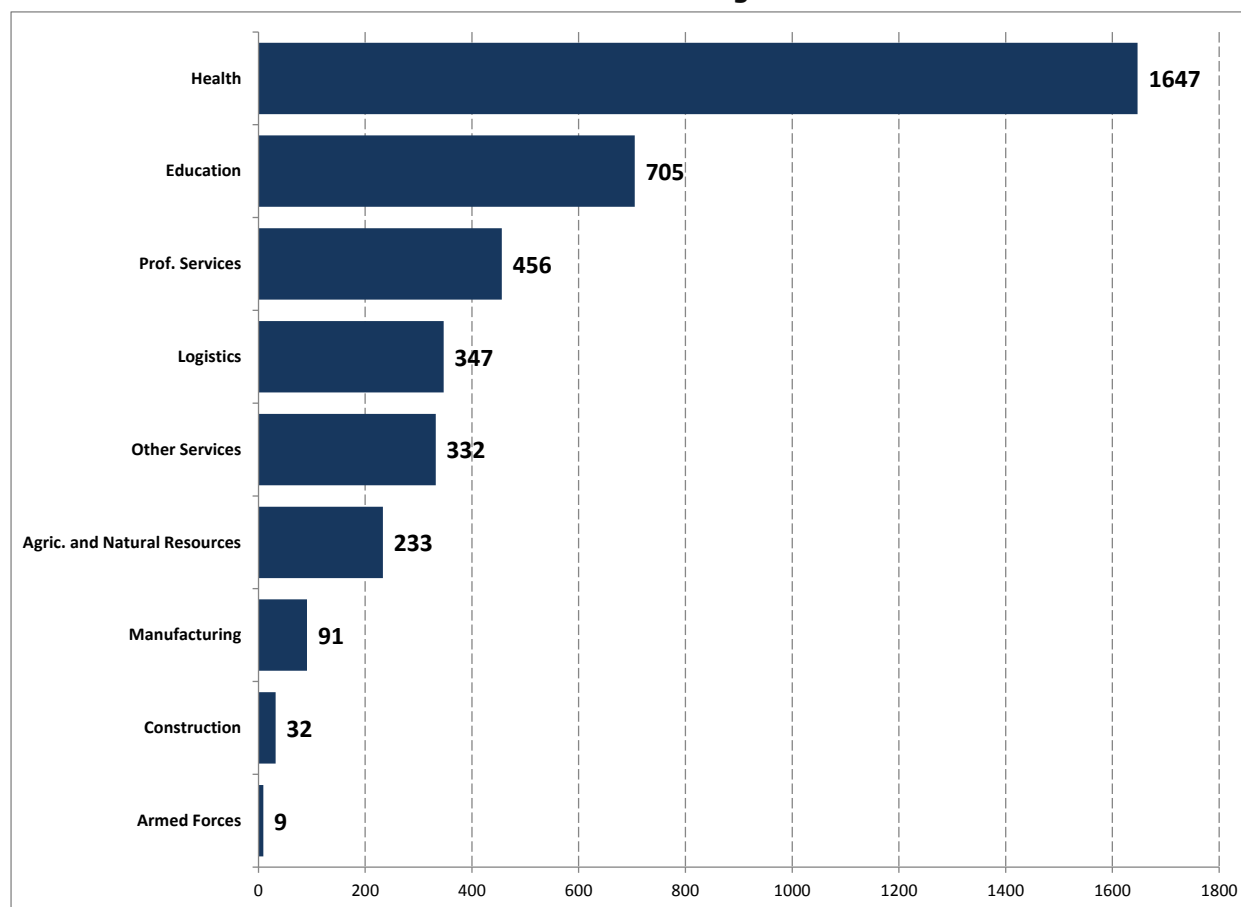
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**Table 73. 2019-2028 10-Year Cumulative Openings By Industry Groups and Occupational Categories: Porterville Sub-Region:
Openings Requiring High School Diploma or GED Equivalent**

Occupational Categories	2019-2028 10-YEAR CUMULATIVE OPENINGS	AGRIC. AND NATURAL RESOURCES	CONSTRUCTION	MANUFACTURING	EDUCATION	HEALTH	PROF. SERVICES	LOGISTICS	OTHER SERVICES	ARMED FORCES
Total	15,921	1,608	574	1,128	1,112	4,578	3,182	1,087	2,634	18
11 Management Occupations	426	49	16	24	52	87	104	26	66	2
13 Business and Financial Operations Occupations	45	3	1	2	2	6	25	2	4	0
15 Computer and Mathematical Occupations	0	0	0	0	0	0	0	0	0	0
17 Architecture and Engineering Occupations	22	0	1	3	0	0	16	1	1	0
19 Life, Physical, and Social Science Occupations	0	0	0	0	0	0	0	0	0	0
21 Community and Social Science Occupations	278	0	0	0	204	50	18	0	6	0
27 Arts, Design, Entert., Sports, and Media Occupations	112	1	0	2	31	10	38	1	29	1
29 Healthcare Practitioners and Technical Occupations	45	0	0	0	2	38	3	0	2	0
31 Healthcare Support Occupations	365	1	0	0	4	339	14	0	7	0
33 Protective Service Occupations	590	6	0	2	46	18	483	8	24	2
35 Food Preparation and Serving Related Occupations	292	0	0	2	22	23	8	1	237	0
37 Building, Grounds Cleaning, Maintenance Occupations	112	16	1	1	25	20	31	2	15	0
39 Personal Care and Service Occupations	4,039	6	0	0	255	3,094	397	10	277	1
41 Sales and Related Occupations	699	20	6	13	3	7	75	11	565	0
43 Office and Administrative Support Occupations	4,301	392	77	123	393	804	1,214	495	800	3
45 Farming, Fishing, and Forestry Occupations	447	444	0	1	0	0	1	0	1	0
47 Construction and Extraction Occupations	544	7	389	20	7	5	104	3	7	1
49 Installation, Maintenance, and Repair Occupations	872	128	55	52	45	21	196	77	291	7
51 Production Occupations	1,815	335	21	823	4	37	341	67	186	1
53 Transportation and Material Moving Occupations	918	199	8	61	18	18	113	384	117	1
55 Military-only occupations	0	0	0	0	0	0	0	0	0	0
99 Unclassified Occupations	0	0	0	0	0	0	0	0	0	0

- Health sector openings requiring Some College or Post-Secondary Non-Degree Awards are expected to increase cumulatively by 1,647 positions over the next ten years, more than twice as much as the next largest sector group, which is Education (705 cumulative openings) (Figure 16). Professional Services is projected to generated 456 cumulative openings. Professional Services consists of predominantly white-collar sectors such as Information (NAICS 51), Real Estate (NAICS 52), Finance and Insurance (NAICS 53), Professional-Technical (NAICS 54), Management of Companies (NAICS 55), Administrative-Waste Remediation (NAICS 56). This sector group also includes Public Administration (NAICS 92) and Utilities (NAICS 22). In the recent past, Logistics (Transportation [NAICS 48], Warehousing [NAICS 49], and Wholesale [NAICS 42]) has garnered much attention given the region's strategic position relative to the Los Angeles market. Over the next ten years, Logistics is projected to generate 300 cumulative openings in the Porterville sub-region.

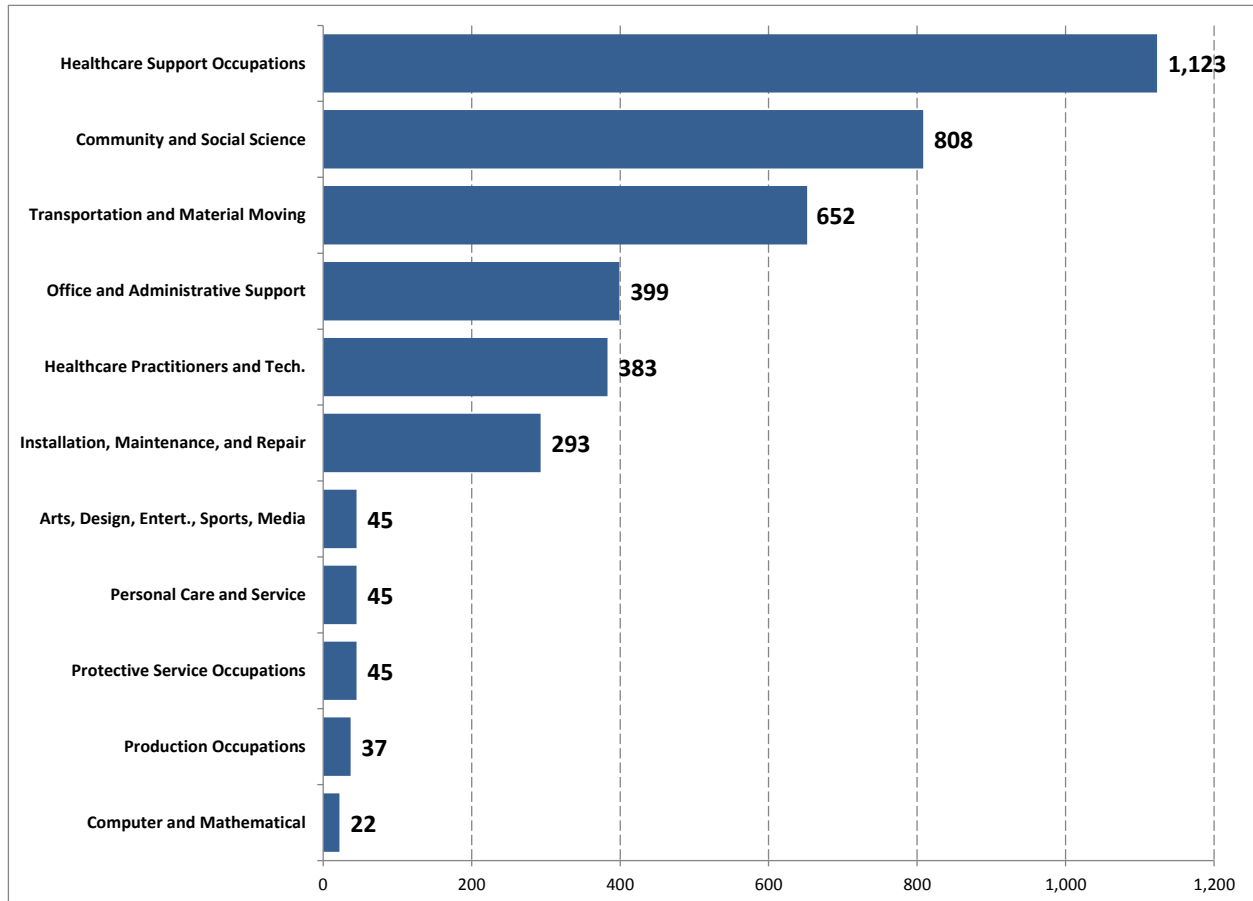
Figure 16. Ten-Year 2019-2028 Cumulative Openings: Only Openings Requiring Some College and\or Post-Secondary Non-Degree by Broad Economic Sectors: Porterville Sub-Region



- Similar to the chart above, the chart below present cumulative openings over the 2019-2028 period. Openings are organized by broad occupational categories. Of the 3,850 cumulative openings over the next ten years requiring Some College or a Post-Secondary Non-Degree Award, the bulk is in health-related occupations, with 1,123 cumulative openings in Healthcare Support and another 383 in Healthcare Practitioners (Figure 17). EMSI projects 800 cumulative Community and Social Science openings, which will occur largely in the Education

sector. While the blue-collar categories such as Installation, Maintenance and Repair occupations (293 cumulative openings) and Transportation and Material Moving occupations (652 cumulative openings) are projected to add considerable number of positions over the next ten years.

Figure 17. Ten-Year 2019-2028 Cumulative Openings: Only Openings Requiring Some College and/or Post-Secondary Non-Degree by Broad Occupational Categories: Porterville Sub-Region



Labor force trends

- There are 40,200 persons in Porterville's civilian labor force. Of this amount, 21,700 are employed on a fully-utilized basis, 13,100 are under-utilized, and 5,400 are unemployed (Table 73).
- The unemployment rate for persons in the Porterville sub-region with a Bachelor's degree is 6.4 percent, which is slightly over two percentage-points higher than the unemployment rate for similar persons in the KCCD region as a whole (or 4.5 percent)(Table 73). For persons in this sub-region with no more than a High School Diploma, the unemployment rate is 15.1 percent, and 10.4 percent for persons with Some College.

Table 74. Labor Force Trends: Porterville Sub-Region

WORKER/EDUCATION CATEGORY	KCCD	PERCENTAGE	KCCD UER	PORTER- VILLE	PERCENTAGE	PORTER- VILLE UER
Employed Persons (18-65): Fully-Utilized*	231,908	100%		21,720	100%	
Did not finish high school	43,576	19%		5,440	25%	
High School Dipl. Or GED	65,889	28%		6,073	28%	
Some College (Not In School)	53,574	23%		5,154	24%	
Some College (Still Attending)	5,770	2%		381	2%	
AA	18,031	8%		1,717	8%	
BA or higher	45,067	19%		2,955	14%	
Employed Persons (18-65): Under-Utilized	103,531	100%		13,063	100%	
Did not finish high school	23,782	23%		5,122	39%	
High School Dipl. Or GED	28,412	27%		3,677	28%	
Some College (Not In School)	17,669	17%		1,724	13%	
Some College (Still Attending)	12,221	12%		1,082	8%	
AA	7,786	8%		684	5%	
BA or higher	13,660	13%		774	6%	
Unemployed (18-65) Persons**	49,143	100%	12.8%	5,436	100%	13.5%
Did not finish high school	14,589	30%	17.8%	2,125	39%	16.7%
High School Dipl. Or GED	16,284	33%	14.7%	1,728	32%	15.1%
Some College (Not In School)	9,409	19%	11.7%	796	15%	10.4%
Some College (Still Attending)	3,695	8%	17.0%	344	6%	19.0%
AA	2,431	5%	8.6%	189	3%	7.3%
BA or higher	2,736	6%	4.5%	253	5%	6.4%
Not in the Labor Force (18-65)***	65,214	100%		5,535	100%	
Did not finish high school	16,531	25%		1,814	33%	
High School Dipl. Or GED	18,741	29%		1,444	26%	
Some College (Not In School)	14,252	22%		860	16%	
Some College (Still Attending)	4,258	7%		455	8%	
AA	4,572	7%		399	7%	
BA or higher	6,859	11%		563	10%	

(*Note: "Fully-utilized" employed persons are those who work full-time (38+ hours per week) and who work at least 50 weeks per year. Self-employed persons are not included. ** Note: Unemployed persons include unemployed with previous wage-work experience, the long-term unemployed, and unemployed with previous self-employment experience. \ *** Note: Not in the Labor Force consists only of persons with either previous wage-work experience or previous self-employment experience).

- Of the 40,200 persons in the Porterville sub-region labor force, there are an estimated 10,230 persons between 18 and 65 persons who might be interested in training for more advanced and permanent positions (Table 74). Of the 10,230 persons, 5,400 are employed in an under-utilized manner and 3,700 have at most a High School Diploma\GED while another 1,700 have Some College.
- There are 2,500 unemployed persons in this sub-region with no more than Some College for the educational background (Table 73). Of this amount, 1,700 have at most a High School Diploma and another 800 have Some College. Almost 600 out of 2,500 unemployed persons

previously worked in Other Services (e.g. Retail [NAICS 44-45], Food-Lodging [NAICS 72], and Other Services [NAICS 81]). Many of the unemployed also previously worked in Professional Services.

- In addition to the persons in the labor force, there are 2,300 persons who are not in the labor force and who have attained an educational level of no more than Some College (Table 74). These persons also exhibited previous wage-work experience, as well as self-employment experience.
- Of the 2,500 unemployed persons identified in the table below, 400 previously worked Agriculture, particularly in occupations directly related to crop production or animal husbandry (Table 74). Another 400 are long-term unemployed persons.

Table 75. Under-Utilized Employed Labor Force, Unemployed Labor Force, and Select Persons Not in the Labor Force By Select Educational Attainment Levels, By Sector Groups, and Occupational Groups: Porterville Sub-Region

SECTOR GROUPS AND BROAD OCCUPATIONAL CATEGORIES	TOTAL			UNDER-UTILIZED LABOR FORCE			UNEMPLOYED LABOR FORCE			NOT IN LABOR FORCE		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB-TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB-TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB-TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE
Total	10,229	6,849	3,380	5,401	3,677	1,724	2,524	1,728	796	2,304	1,444	860
- Mgt., bus., sci., arts	1,161	405	756	584	106	478	202	111	90	376	188	188
- Services	2,130	1,385	746	1,161	860	302	417	214	203	552	312	241
- Sales and office	2,201	1,226	975	1,139	632	508	504	276	228	557	318	239
- Nat. res., const., maint.	2,758	2,367	391	1,817	1,576	241	568	499	69	372	292	80
- Prod., transp., materials	1,565	1,157	408	700	504	196	420	319	101	446	334	112
-Long-Term Unemployed	414	310	104	0	0	0	414	310	104	0	0	0
Agriculture and Natural	2,469	2,125	344	1,714	1,542	172	443	329	114	312	255	57
- Mgt., bus., sci., arts	122	94	28	9	2	8	9	8	1	104	85	20
- Services	120	56	64	52	51	1	63	0	63	5	5	0
- Sales and office	34	20	14	8	3	5	20	10	9	6	6	0
- Nat. res., const., maint.	2,118	1,897	221	1,617	1,466	150	345	310	35	156	121	35
- Prod., transp., materials	74	58	17	28	19	8	7	1	6	40	38	2
Construction	427	328	99	126	81	45	179	142	37	122	105	18
- Mgt., bus., sci., arts	10	0	10	10	0	10	0	0	0	0	0	0
- Services	9	9	0	0	0	0	9	9	0	0	0	0
- Sales and office	8	5	3	3	3	0	3	0	3	2	2	0
- Nat. res., const., maint.	375	293	83	96	65	31	162	128	34	117	100	18
- Prod., transp., materials	25	21	3	17	13	3	5	5	0	3	3	0
Manufacturing	425	243	182	146	92	54	158	65	93	121	86	35
- Mgt., bus., sci., arts	10	5	5	6	5	1	0	0	0	4	0	4
- Services	3	0	3	2	0	2	0	0	0	1	0	1
- Sales and office	120	39	81	9	3	6	74	11	63	37	25	12
- Nat. res., const., maint.	37	13	24	33	9	23	2	2	0	3	2	1
- Prod., transp., materials	255	186	69	97	75	21	82	52	30	77	59	18

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SECTOR GROUPS AND BROAD OCCUPATIONAL CATEGORIES	TOTAL			UNDER-UTILIZED LABOR FORCE			UNEMPLOYED LABOR FORCE			NOT IN LABOR FORCE		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE
Utilities	50	15	35	30	0	30	14	14	0	6	1	5
- Mgt., bus., sci., arts	0	0	0	0	0	0	0	0	0	0	0	0
- Services	0	0	0	0	0	0	0	0	0	0	0	0
- Sales and office	5	1	4	0	0	0	0	0	0	5	1	4
- Nat. res., const., maint.	1	0	1	0	0	0	0	0	0	1	0	1
- Prod., transp., materials	44	14	30	30	0	30	14	14	0	0	0	0
Education	817	471	346	539	358	181	91	24	67	187	89	98
- Mgt., bus., sci., arts	327	92	235	174	40	134	72	22	50	81	31	50
- Services	407	336	70	321	310	11	14	0	14	71	27	45
- Sales and office	56	20	36	35	4	31	5	2	3	17	14	3
- Nat. res., const., maint.	0	0	0	0	0	0	0	0	0	0	0	0
- Prod., transp., materials	27	23	4	9	5	4	0	0	0	18	18	0
Health	827	380	447	525	188	337	137	99	38	164	92	72
- Mgt., bus., sci., arts	352	60	292	273	26	247	21	21	0	57	13	44
- Services	362	235	128	197	125	72	82	47	35	84	63	21
- Sales and office	78	51	28	38	20	18	17	13	3	24	17	7
- Nat. res., const., maint.	0	0	0	0	0	0	0	0	0	0	0	0
- Prod., transp., materials	35	35	0	17	17	0	17	17	0	0	0	0
Professional Services	1,225	658	567	490	253	238	325	212	113	409	194	216
- Mgt., bus., sci., arts	214	92	122	64	16	48	51	39	11	98	36	62
- Services	398	202	196	115	68	47	106	49	57	177	85	92
- Sales and office	386	198	188	230	108	122	51	45	6	105	45	60
- Nat. res., const., maint.	32	30	2	12	11	1	7	7	0	14	12	2
- Prod., transp., materials	194	136	58	69	49	19	110	71	39	15	15	0
Logistics	533	349	185	169	83	86	144	116	28	220	150	70
- Mgt., bus., sci., arts	7	2	5	7	1	5	0	0	0	1	1	0

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SECTOR GROUPS AND BROAD OCCUPATIONAL CATEGORIES	TOTAL			UNDER-UTILIZED LABOR FORCE			UNEMPLOYED LABOR FORCE			NOT IN LABOR FORCE		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	SUB- TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE
- Services	2	0	2	0	0	0	0	0	0	2	0	2
- Sales and office	52	23	28	12	7	5	25	7	18	14	10	4
- Nat. res., const., maint.	53	47	6	12	12	0	35	35	0	6	0	6
- Prod., transp., materials	420	277	143	138	63	75	84	74	10	197	140	58
Other services	2,994	1,931	1,063	1,662	1,080	582	586	393	193	746	458	288
- Mgt., bus., sci., arts	108	58	50	41	17	24	39	18	21	28	22	5
- Services	829	547	283	473	305	168	143	109	33	213	132	81
- Sales and office	1,461	869	592	804	484	320	309	186	123	348	199	149
- Nat. res., const., maint.	138	84	54	49	13	36	14	14	0	75	57	18
- Prod., transp., materials	458	374	84	295	261	34	81	65	16	81	48	34
Armed Forces	49	40	9	0	0	0	33	26	7	16	14	2
- Mgt., bus., sci., arts	12	3	9	0	0	0	10	3	7	2	0	2
- Services	0	0	0	0	0	0	0	0	0	0	0	0
- Sales and office	0	0	0	0	0	0	0	0	0	0	0	0
- Nat. res., const., maint.	3	3	0	0	0	0	3	3	0	0	0	0
- Prod., transp., materials	34	34	0	0	0	0	20	20	0	14	14	0
Long-Term Unemployed	414	310	104	0	0	0	414	310	104	0	0	0

Labor force to job openings comparisons

- The combined number of openings in occupations requiring either a High School Diploma\GED (1,613) or Some College (395) slightly trails the number (2,500) of unemployed persons between 18 and 65 and in the civilian labor force with the requisite educational background (Table 75).
- It will take approximately one year and three months for the 2,008 openings to absorb the 2,500 unemployed persons, although for certain sectors such as the Education and Health sectors absorption could occur almost immediately. On average, there are 70 openings per year in the Education sector requiring Some College or a Post-Secondary Non-Degree Award, which is on par with the 67 unemployed persons with similar educational and sectoral profiles (Table 75). Similarly, there are 600 openings in the Health sector requiring either a High School Diploma, Some College, or a Post-Secondary Non-degree Award, versus 137 unemployed persons with similar educational and sectoral profiles.
- There are approximately 5,400 employed persons working in an underutilized manner. These persons might be interested in training for more advanced and permanent positions. This amount of underutilized labor force exceeds the current number of openings, or 2,008 openings (Table 76).
- It will take almost four years to fully absorb both the 2,500 unemployed persons and the 5,400 under-utilized workers, based on the annual rate at which opening are projected to occur over the ten-year 2019-2028 period. However, there are enough openings in the health sector to accommodate immediately the number of unemployed and under-utilized workers with Health sector experience, although positions requiring Some College or a Post-Secondary Non-Degree Award will be absorbed at slower rate than positions requiring a High School Diploma\GED.

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Table 76. Comparison of Unemployed Labor Force and 2018 and 2019-2028 Ten-Year Cumulative Job Openings: Porterville Sub-Region

OCCUPATIONAL GROUPS BY SECTOR GROUPS	UNEMPLOYED LABOR FORCE			YEAR 2018 OPENINGS			2019-2028 10-YEAR CUMULATIVE OPENINGS		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)
Total	2,524	1,728	796	2,008	1,613	395	19,774	15,921	3,852
- Mgt., bus., sci., arts	202	111	90	177	90	87	1,759	884	875
- Services	417	214	203	699	532	166	7,039	5,443	1,596
- Sales and office	504	276	228	556	515	42	5,398	4,999	399
- Nat. res., const., maint.	568	499	69	101	101	0	991	991	0
- Prod., transp., materials	420	319	101	475	375	100	4,587	3,604	982
- Long-Term Unemploy.	414	310	104	0	0	0	0	0	0
Agriculture - Nat. Res.	443	329	114	195	170	25	1,841	1,608	233
- Mgt., bus., sci., arts	9	8	1	6	6	0	54	53	1
- Services	63	0	63	4	3	1	34	29	5
- Sales and office	20	10	9	49	45	4	448	412	36
- Nat. res., const., maint.	345	310	35	46	46	0	451	451	0
- Prod., transp., materials	7	1	6	91	70	21	853	662	191
Construction	179	142	37	61	58	3	605	574	32
- Mgt., bus., sci., arts	0	0	0	2	2	0	18	18	0
- Services	9	9	0	0	0	0	1	1	0
- Sales and office	3	0	3	9	9	1	89	82	7
- Nat. res., const., maint.	162	128	34	39	39	0	389	389	0
- Prod., transp., materials	5	5	0	11	8	2	108	83	24
Manufacturing	158	65	93	132	122	10	1,219	1,128	91
- Mgt., bus., sci., arts	0	0	0	3	3	0	33	31	2
- Services	0	0	0	1	1	0	6	5	1
- Sales and office	74	11	63	16	14	1	147	135	11
- Nat. res., const., maint.	2	2	0	2	2	0	21	21	0
- Prod., transp., materials	82	52	30	111	102	9	1,013	936	77
Education	91	24	67	181	111	70	1,817	1,112	705
- Mgt., bus., sci., arts	72	22	50	90	29	61	896	289	607
- Services	14	0	14	40	37	3	387	354	33
- Sales and office	5	2	3	42	38	4	432	396	36
- Nat. res., const., maint.	0	0	0	1	1	0	7	7	0
- Prod., transp., materials	0	0	0	8	6	1	95	67	28
Health	137	99	38	600	432	168	6,226	4,578	1,647
- Mgt., bus., sci., arts	21	21	0	28	14	14	307	153	154
- Services	82	47	35	474	329	145	4,930	3,532	1,398
- Sales and office	17	13	3	87	80	7	886	812	75

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OCCUPATIONAL GROUPS BY SECTOR GROUPS	UNEMPLOYED LABOR FORCE			YEAR 2018 OPENINGS			2019-2028 10-YEAR CUMULATIVE OPENINGS		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST-SEC. NON-DEGREE)
- Nat. res., const., maint.	0	0	0	1	1	0	5	5	0
- Prod., transp., materials	17	17	0	10	8	2	97	76	21
Professional Services	339	226	113	381	333	48	3,638	3,182	456
- Mgt., bus., sci., arts	51	39	11	30	22	9	281	202	79
- Services	106	49	57	113	101	12	1,049	937	112
- Sales and office	51	45	6	146	134	12	1,402	1,289	113
- Nat. res., const., maint.	7	7	0	11	11	0	105	105	0
- Prod., transp., materials	124	85	39	81	66	16	802	650	152
Logistics	144	116	28	144	109	35	1,434	1,087	347
- Mgt., bus., sci., arts	0	0	0	3	3	0	30	29	1
- Services	0	0	0	2	2	0	23	22	1
- Sales and office	25	7	18	56	51	5	551	505	46
- Nat. res., const., maint.	35	35	0	0	0	0	3	3	0
- Prod., transp., materials	84	74	10	82	52	30	827	528	300
Other Services	586	393	193	310	275	35	2,966	2,634	332
- Mgt., bus., sci., arts	39	18	21	14	11	3	136	106	30
- Services	143	109	33	63	59	5	604	561	43
- Sales and office	309	186	123	151	143	8	1,439	1,365	74
- Nat. res., const., maint.	14	14	0	1	1	0	8	8	0
- Prod., transp., materials	81	65	16	80	61	19	778	594	184
Armed Forces	33	26	7	3	2	1	27	18	9
- Mgt., bus., sci., arts	10	3	7	0	0	0	3	2	1
- Services	0	0	0	1	0	0	5	3	2
- Sales and office	0	0	0	0	0	0	3	3	0
- Nat. res., const., maint.	3	3	0	0	0	0	1	1	0
- Prod., transp., materials	20	20	0	1	1	1	14	9	5
Long-Term Unemploy.	414	310	104	0	0	0	0	0	0

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Table 77. Comparison of Underutilized Labor Force and 2018 and 2019-2028 Ten-Year Cumulative Job Openings: Porterville Sierra Sub-Region

OCCUPATIONAL GROUPS BY SECTOR GROUPS	UNDER-UTILIZED LABOR FORCE			YEAR 2018 OPENINGS			2019-2028 10-YEAR CUMULATIVE OPENINGS		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST- SEC. NON- DEGREE)	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST- SEC. NON- DEGREE)
Total	5,401	3,677	1,724	2,008	1,613	395	19,774	15,921	3,852
- Mgt., bus., sci., arts	584	106	478	177	90	87	1,759	884	875
- Services	1,161	860	302	699	532	166	7,039	5,443	1,596
- Sales and office	1,139	632	508	556	515	42	5,398	4,999	399
- Nat. res., const., maint.	1,817	1,576	241	101	101	0	991	991	0
- Prod., transp., materials	700	504	196	475	375	100	4,587	3,604	982
- Long-Term Unemploy.	0	0	0	0	0	0	0	0	0
Agriculture - Nat. Res.	1,714	1,542	172	195	170	25	1,841	1,608	233
- Mgt., bus., sci., arts	9	2	8	6	6	0	54	53	1
- Services	52	51	1	4	3	1	34	29	5
- Sales and office	8	3	5	49	45	4	448	412	36
- Nat. res., const., maint.	1,617	1,466	150	46	46	0	451	451	0
- Prod., transp., materials	28	19	8	91	70	21	853	662	191
Construction	126	81	45	61	58	3	605	574	32
- Mgt., bus., sci., arts	10	0	10	2	2	0	18	18	0
- Services	0	0	0	0	0	0	1	1	0
- Sales and office	3	3	0	9	9	1	89	82	7
- Nat. res., const., maint.	96	65	31	39	39	0	389	389	0
- Prod., transp., materials	17	13	3	11	8	2	108	83	24
Manufacturing	146	92	54	132	122	10	1,219	1,128	91
- Mgt., bus., sci., arts	6	5	1	3	3	0	33	31	2
- Services	2	0	2	1	1	0	6	5	1
- Sales and office	9	3	6	16	14	1	147	135	11
- Nat. res., const., maint.	33	9	23	2	2	0	21	21	0
- Prod., transp., materials	97	75	21	111	102	9	1,013	936	77
Education	539	358	181	181	111	70	1,817	1,112	705
- Mgt., bus., sci., arts	174	40	134	90	29	61	896	289	607
- Services	321	310	11	40	37	3	387	354	33
- Sales and office	35	4	31	42	38	4	432	396	36
- Nat. res., const., maint.	0	0	0	1	1	0	7	7	0
- Prod., transp., materials	9	5	4	8	6	1	95	67	28
Health	525	188	337	600	432	168	6,226	4,578	1,647
- Mgt., bus., sci., arts	273	26	247	28	14	14	307	153	154
- Services	197	125	72	474	329	145	4,930	3,532	1,398
- Sales and office	38	20	18	87	80	7	886	812	75
- Nat. res., const., maint.	0	0	0	1	1	0	5	5	0

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OCCUPATIONAL GROUPS BY SECTOR GROUPS	UNDER-UTILIZED LABOR FORCE			YEAR 2018 OPENINGS			2019-2028 10-YEAR CUMULATIVE OPENINGS		
	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST- SEC. NON- DEGREE)	TOTAL	HIGH SCHOOL DIPL. OR GED	SOME COLLEGE (INCL. POST- SEC. NON- DEGREE)
- Prod., transp., materials	17	17	0	10	8	2	97	76	21
Professional Services	520	253	267	381	333	48	3,638	3,182	456
- Mgt., bus., sci., arts	64	16	48	30	22	9	281	202	79
- Services	115	68	47	113	101	12	1,049	937	112
- Sales and office	230	108	122	146	134	12	1,402	1,289	113
- Nat. res., const., maint.	12	11	1	11	11	0	105	105	0
- Prod., transp., materials	99	49	49	81	66	16	802	650	152
Logistics	169	83	86	144	109	35	1,434	1,087	347
- Mgt., bus., sci., arts	7	1	5	3	3	0	30	29	1
- Services	0	0	0	2	2	0	23	22	1
- Sales and office	12	7	5	56	51	5	551	505	46
- Nat. res., const., maint.	12	12	0	0	0	0	3	3	0
- Prod., transp., materials	138	63	75	82	52	30	827	528	300
Other Services	1,662	1,080	582	310	275	35	2,966	2,634	332
- Mgt., bus., sci., arts	41	17	24	14	11	3	136	106	30
- Services	473	305	168	63	59	5	604	561	43
- Sales and office	804	484	320	151	143	8	1,439	1,365	74
- Nat. res., const., maint.	49	13	36	1	1	0	8	8	0
- Prod., transp., materials	295	261	34	80	61	19	778	594	184
Armed Forces	0	0	0	3	2	1	27	18	9
- Mgt., bus., sci., arts	0	0	0	0	0	0	3	2	1
- Services	0	0	0	1	0	0	5	3	2
- Sales and office	0	0	0	0	0	0	3	3	0
- Nat. res., const., maint.	0	0	0	0	0	0	1	1	0
- Prod., transp., materials	0	0	0	1	1	1	14	9	5
Long-Term Unemploy.	0	0	0	0	0	0	0	0	0

Appendix: Top 50 Occupations in Terms of Cumulative Openings (2019-2028)

The tables below present the top fifty occupations in terms of cumulative openings for the KCCD region as a whole (Table 77) and the four sub-regions (Tables 78 through 81). Openings are divided into three categories: occupations requiring a High School Diploma\GED, Post-Secondary Non-degree Award, and or Some College. For the latter two categories, there are not 50 occupations with a measurable number of openings over the ten year period. Each cell in the tables below gives the name of the specific occupations projected to generate considerable amount of openings, the six-digit occupation code, and the projected number of cumulative openings over the ten-year 2019-2028 period.

Table 78. Top 50 Occupations in terms of Cumulative Openings (2019-2028): Occupations Requiring HS\GED, Post-Secondary Non-Degree Award, or Some College: KCCD Region

RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON-DEGREE AWARD	TOP OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
1	Personal Care Aides (39-9021)(14850)	Heavy and Tractor-Trailer Truck Drivers (53-3032)(6294)	Teacher Assistants (25-9041)(5656)
2	Office Clerks, General (43-9061)(7015)	Nursing Assistants (31-1014)(3017)	Bookkeeping, Accounting, and Auditing Clerks (43-3031)(3888)
3	Stock Clerks and Order Fillers (43-5081)(6675)	Medical Assistants (31-9092)(2723)	Computer User Support Specialists (15-1151)(512)
4	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (43-6014)(4999)	Automotive Service Technicians and Mechanics (49-3023)(1714)	Computer, Automated Teller, and Office Machine Repairers (49-2011)(196)
5	Maintenance and Repair Workers, General (49-9071)(3887)	Licensed Practical and Licensed Vocational Nurses (29-2061)(1163)	Actors (27-2011)(58)
6	Customer Service Representatives (43-4051)(3642)	Dental Assistants (31-9091)(1161)	

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RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON- DEGREE AWARD	TOP OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
7	Correctional Officers and Jailers (33-3012)(3309)	Telecommunications Equipment Installers and Repairers, Except Line Installers (49-2022)(835)	
8	First-Line Supervisors of Office and Administrative Support Workers (43-1011)(3301)	Health Technologists and Technicians, All Other (29-2099)(687)	
9	Receptionists and Information Clerks (43-4171)(3009)	Firefighters (33-2011)(681)	
10	First-Line Supervisors of Food Preparation and Serving Workers (35-1012)(2950)	Heating, Air Conditioning, and Refrigeration Mechanics and Installers (49-9021)(665)	
11	First-Line Supervisors of Retail Sales Workers (41-1011)(2895)	Aircraft Mechanics and Service Technicians (49-3011)(488)	
12	Childcare Workers (39-9011)(2610)	Surgical Technologists (29-2055)(334)	
13	First-Line Supervisors of Farming, Fishing, and Forestry Workers (45-1011)(2404)	Phlebotomists (31-9097)(325)	
14	Light Truck or Delivery Services Drivers (53-3033)(2402)	Hairdressers, Hairstylists, and Cosmetologists (39-5012)(302)	
15	Security Guards (33-9032)(2365)	Medical Records and Health Information Technicians (29-2071)(287)	
16	Sales Representatives, Services, All Other (41-3099)(2304)	Psychiatric Technicians (29-2053)(261)	

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RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON- DEGREE AWARD	TOP OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
17	Helpers--Production Workers (51-9198)(2280)	Library Technicians (25-4031)(247)	
18	Social and Human Service Assistants (21-1093)(2017)	Manicurists and Pedicurists (39-5092)(236)	
19	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (41-4012)(1962)	Emergency Medical Technicians and Paramedics (29-2041)(223)	
20	Farmers, Ranchers, and Other Agricultural Managers (11-9013)(1878)	Wind Turbine Service Technicians (49-9081)(207)	
21	Medical Secretaries (43-6013)(1876)	Massage Therapists (31-9011)(199)	
22	First-Line Supervisors of Construction Trades and Extraction Workers (47-1011)(1689)	Medical Transcriptionists (31-9094)(183)	
23	Packaging and Filling Machine Operators and Tenders (51-9111)(1651)	Ophthalmic Medical Technicians (29-2057)(102)	
24	Electricians (47-2111)(1570)	First-Line Supervisors of Fire Fighting and Prevention Workers (33-1021)(102)	
25	Recreation Workers (39-9032)(1541)	Electrical and Electronics Repairers, Commercial and Industrial Equipment (49-2094)(102)	
26	Protective Service Workers, All Other (33-9099)(1471)	Audio and Video Equipment Technicians (27-4011)(82)	

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RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON- DEGREE AWARD	TOP OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
27	Bus Drivers, School or Special Client (53-3022)(1452)	Healthcare Practitioners and Technical Workers, All Other (29-9099)(82)	
28	Shipping, Receiving, and Traffic Clerks (43-5071)(1446)	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay (49-2095)(82)	
29	Police and Sheriff's Patrol Officers (33-3051)(1438)	Prepress Technicians and Workers (51-5111)(82)	
30	Operating Engineers and Other Construction Equipment Operators (47-2073)(1244)	Tool and Die Makers (51-4111)(71)	
31	First-line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors (53-1048)(1235)	Court Reporters (23-2091)(60)	
32	Carpenters (47-2031)(1218)	Fire Inspectors and Investigators (33-2021)(60)	
33	Driver/Sales Workers (53-3031)(1196)	Skincare Specialists (39-5094)(60)	
34	Billing and Posting Clerks (43-3021)(1180)	Electrical and Electronics Installers and Repairers, Transportation Equipment (49-2093)(60)	
35	Welders, Cutters, Solderers, and Brazers (51-4121)(1134)	Electronic Home Entertainment Equipment Installers and Repairers (49-2097)(60)	

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RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON- DEGREE AWARD	TOP OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
36	First-Line Supervisors of Production and Operating Workers (51-1011)(1095)	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic (51-4012)(60)	
37	Hotel, Motel, and Resort Desk Clerks (43-4081)(1069)	Craft Engineers (53-5031)(60)	
38	Assemblers and Fabricators, All Other, Including Team Assemblers (51-2098)(1068)	Insurance Appraisers, Auto Damage (13-1032)(33)	
39	Home Health Aides (31-1011)(1022)	Sound Engineering Technicians (27-4014)(33)	
40	Plumbers, Pipefitters, and Steamfitters (47-2152)(1019)	Cooks, Private Household (35-2013)(33)	
41	Industrial Machinery Mechanics (49-9041)(1013)	Barbers (39-5011)(33)	
42	First-Line Supervisors of Mechanics, Installers, and Repairers (49-1011)(1003)	Motorcycle Mechanics (49-3052)(33)	
43	Insurance Sales Agents (41-3021)(897)	Commercial Divers (49-9092)(7)	
44	Food Batchmakers (51-3092)(896)		
45	Fitness Trainers and Aerobics Instructors (39-9031)(861)		
46	Office and Administrative Support Workers, All Other (43-9199)(856)		
47	Tellers (43-3071)(845)		

RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON- DEGREE AWARD	TOP OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
48	Pharmacy Technicians (29-2052)(826)		
49	Information and Record Clerks, All Other (43-4199)(800)		
50	Executive Secretaries and Executive Administrative Assistants (43-6011)(755)		

Table 79. Top 50 Occupations in Terms of Cumulative Openings (2019-2028): Occupations Requiring HS\GED, Post-Secondary Non-Degree Award, or Some College: Eastern Sierra Sub-Region

RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON- DEGREE AWARD	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
1	Office Clerks, General (43-9061) (920)	Heavy and Tractor-Trailer Truck Drivers (53-3032)(318)	Teacher Assistants (25-9041)(510)
2	Correctional Officers and Jailers (33-3012) (862)	Aircraft Mechanics and Service Technicians (49-3011)(297)	Bookkeeping, Accounting, and Auditing Clerks (43-3031)(461)
3	Personal Care Aides (39-9021) (840)	Firefighters (33-2011)(214)	Computer User Support Specialists (15-1151)(109)
4	Maintenance and Repair Workers, General (49-9071) (805)	Nursing Assistants (31-1014)(210)	Computer, Automated Teller, and Office Machine Repairers (49-2011)(26)
5	Stock Clerks and Order Fillers (43-5081) (649)	Wind Turbine Service Technicians (49-9081)(173)	Actors (27-2011)(3)

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RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON- DEGREE AWARD	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
6	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (43-6014) (625)	Automotive Service Technicians and Mechanics (49-3023)(159)	
7	Hotel, Motel, and Resort Desk Clerks (43-4081) (557)	Medical Assistants (31-9092)(144)	
8	First-Line Supervisors of Food Preparation and Serving Workers (35-1012) (469)	Licensed Practical and Licensed Vocational Nurses (29-2061)(122)	
9	Police and Sheriff's Patrol Officers (33-3051) (416)	Dental Assistants (31-9091)(104)	
10	First-Line Supervisors of Office and Administrative Support Workers (43-1011) (399)	Court Reporters (23-2091)(26)	
11	Information and Record Clerks, All Other (43-4199) (334)	Library Technicians (25-4031)(26)	
12	Customer Service Representatives (43-4051) (316)	Audio and Video Equipment Technicians (27-4011)(26)	
13	Security Guards (33-9032) (308)	Emergency Medical Technicians and Paramedics (29-2041)(26)	
14	Recreation Workers (39-9032) (302)	Psychiatric Technicians (29-2053)(26)	
15	Operating Engineers and Other Construction Equipment Operators (47-2073) (270)	Surgical Technologists (29-2055)(26)	
16	First-Line Supervisors of Retail Sales Workers (41-1011) (264)	Ophthalmic Medical Technicians (29-2057)(26)	

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RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON- DEGREE AWARD	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
17	Childcare Workers (39-9011) (260)	Medical Records and Health Information Technicians (29-2071)(26)	
18	Protective Service Workers, All Other (33-9099) (257)	Health Technologists and Technicians, All Other (29-2099)(26)	
19	Receptionists and Information Clerks (43-4171) (251)	Healthcare Practitioners and Technical Workers, All Other (29-9099)(26)	
20	Social and Human Service Assistants (21-1093) (241)	Massage Therapists (31-9011)(26)	
21	Sales Representatives, Services, All Other (41-3099) (221)	Medical Transcriptionists (31-9094)(26)	
22	Electricians (47-2111) (217)	Phlebotomists (31-9097)(26)	
23	Light Truck or Delivery Services Drivers (53-3033) (207)	First-Line Supervisors of Fire Fighting and Prevention Workers (33-1021)(26)	
24	Medical Secretaries (43-6013) (196)	Fire Inspectors and Investigators (33-2021)(26)	
25	First-Line Supervisors of Construction Trades and Extraction Workers (47-1011) (195)	Hairdressers, Hairstylists, and Cosmetologists (39-5012)(26)	
26	First-Line Supervisors of Mechanics, Installers, and Repairers (49-1011) (190)	Manicurists and Pedicurists (39-5092)(26)	

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RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON- DEGREE AWARD	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
27	Office and Administrative Support Workers, All Other (43-9199) (181)	Skincare Specialists (39-5094)(26)	
28	Carpenters (47-2031) (171)	Telecommunications Equipment Installers and Repairers, Except Line Installers (49-2022)(26)	
29	First-Line Supervisors of Production and Operating Workers (51-1011) (160)	Electrical and Electronics Installers and Repairers, Transportation Equipment (49-2093)(26)	
30	Healthcare Support Workers, All Other (31-9099) (160)	Electrical and Electronics Repairers, Commercial and Industrial Equipment (49-2094)(26)	
31	Lodging Managers (11-9081) (138)	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay (49-2095)(26)	
32	Fitness Trainers and Aerobics Instructors (39-9031) (133)	Electronic Home Entertainment Equipment Installers and Repairers (49-2097)(26)	
33	Helpers--Production Workers (51-9198) (130)	Heating, Air Conditioning, and Refrigeration Mechanics and Installers (49-9021)(26)	
34	Industrial Machinery Mechanics (49-9041) (129)	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic (51-4012)(26)	

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RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON- DEGREE AWARD	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
35	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (41-4012) (127)	Tool and Die Makers (51- 4111)(26)	
36	Claims Adjusters, Examiners, and Investigators (13-1031) (120)	Prepress Technicians and Workers (51-5111)(26)	
37	Executive Secretaries and Executive Administrative Assistants (43-6011) (119)	Craft Engineers (53- 5031)(26)	
38	Tellers (43-3071) (119)		
39	Food Service Managers (11-9051) (117)		
40	Bus Drivers, School or Special Client (53-3022) (116)		
41	Pharmacy Technicians (29-2052) (116)		
42	Inspectors, Testers, Sorters, Samplers, and Weighers (51-9061) (111)		
43	Packaging and Filling Machine Operators and Tenders (51-9111) (108)		
44	Shipping, Receiving, and Traffic Clerks (43-5071) (108)		
45	Mobile Heavy Equipment Mechanics, Except Engines (49-3042) (108)		
46			

RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON- DEGREE AWARD	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
47			
48			
49			
50			

Table 80. Top 50 Occupations in Terms of Cumulative Openings (2019-2028): Occupations Requiring HS\GED, Post-Secondary Non-Degree Award, or Some College: Greater Bakersfield Sub-Region

RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON- DEGREE AWARD	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
1	Personal Care Aides (39-9021)(9465)	Heavy and Tractor-Trailer Truck Drivers (53-3032)(4911)	Teacher Assistants (25-9041)(3828)
2	Office Clerks, General (43-9061)(5086)	Medical Assistants (31-9092)(2152)	Bookkeeping, Accounting, and Auditing Clerks (43-3031)(2820)
3	Stock Clerks and Order Fillers (43-5081)(4592)	Nursing Assistants (31-1014)(2063)	Computer User Support Specialists (15-1151)(360)
4	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (43-6014)(3580)	Automotive Service Technicians and Mechanics (49-3023)(1377)	Computer, Automated Teller, and Office Machine Repairers (49-2011)(126)
5	Customer Service Representatives (43-4051)(2794)	Dental Assistants (31-9091)(921)	Actors (27-2011)(33)

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RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON- DEGREE AWARD	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
6	Maintenance and Repair Workers, General (49-9071)(2430)	Licensed Practical and Licensed Vocational Nurses (29-2061)(864)	
7	First-Line Supervisors of Office and Administrative Support Workers (43-1011)(2419)	Telecommunications Equipment Installers and Repairers, Except Line Installers (49-2022)(766)	
8	Receptionists and Information Clerks (43-4171)(2390)	Health Technologists and Technicians, All Other (29-2099)(618)	
9	First-Line Supervisors of Retail Sales Workers (41-1011)(2138)	Heating, Air Conditioning, and Refrigeration Mechanics and Installers (49-9021)(596)	
10	Correctional Officers and Jailers (33-3012)(2112)	Firefighters (33-2011)(425)	
11	First-Line Supervisors of Food Preparation and Serving Workers (35-1012)(2054)	Surgical Technologists (29-2055)(265)	
12	Sales Representatives, Services, All Other (41-3099)(1939)	Phlebotomists (31-9097)(256)	
13	Security Guards (33-9032)(1924)	Hairdressers, Hairstylists, and Cosmetologists (39-5012)(233)	
14	Childcare Workers (39-9011)(1849)	Medical Records and Health Information Technicians (29-2071)(218)	
15	Light Truck or Delivery Services Drivers (53-3033)(1787)	Library Technicians (25-4031)(178)	
16	Helpers--Production Workers (51-9198)(1786)	Manicurists and Pedicurists (39-5092)(166)	

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RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON- DEGREE AWARD	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
17	First-Line Supervisors of Farming, Fishing, and Forestry Workers (45-1011)(1652)	Emergency Medical Technicians and Paramedics (29-2041)(154)	
18	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (41-4012)(1513)	Aircraft Mechanics and Service Technicians (49-3011)(148)	
19	Medical Secretaries (43-6013)(1487)	Massage Therapists (31-9011)(130)	
20	Social and Human Service Assistants (21-1093)(1456)	Psychiatric Technicians (29-2053)(126)	
21	First-Line Supervisors of Construction Trades and Extraction Workers (47-1011)(1451)	Medical Transcriptionists (31-9094)(114)	
22	Farmers, Ranchers, and Other Agricultural Managers (11-9013)(1346)	Insurance Appraisers, Auto Damage (13-1032)(33)	
23	Electricians (47-2111)(1310)	Court Reporters (23-2091)(33)	
24	Welders, Cutters, Solderers, and Brazers (51-4121)(1064)	Audio and Video Equipment Technicians (27-4011)(33)	
25	Driver/Sales Workers (53-3031)(1032)	Sound Engineering Technicians (27-4014)(33)	
26	Recreation Workers (39-9032)(1029)	Ophthalmic Medical Technicians (29-2057)(33)	

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RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON- DEGREE AWARD	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
27	Billing and Posting Clerks (43-3021)(1017)	Healthcare Practitioners and Technical Workers, All Other (29-9099)(33)	
28	Packaging and Filling Machine Operators and Tenders (51-9111)(983)	First-Line Supervisors of Fire Fighting and Prevention Workers (33-1021)(33)	
29	Bus Drivers, School or Special Client (53-3022)(982)	Fire Inspectors and Investigators (33-2021)(33)	
30	Shipping, Receiving, and Traffic Clerks (43-5071)(978)	Cooks, Private Household (35-2013)(33)	
31	First-line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors (53-1048)(945)	Barbers (39-5011)(33)	
32	Operating Engineers and Other Construction Equipment Operators (47-2073)(930)	Skincare Specialists (39-5094)(33)	
33	Protective Service Workers, All Other (33-9099)(917)	Electrical and Electronics Installers and Repairers, Transportation Equipment (49-2093)(33)	
34	Carpenters (47-2031)(911)	Electrical and Electronics Repairers, Commercial and Industrial Equipment (49-2094)(33)	
35	Plumbers, Pipefitters, and Steamfitters (47-2152)(880)	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay (49-2095)(33)	

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RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON- DEGREE AWARD	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
36	Industrial Machinery Mechanics (49-9041)(841)	Electronic Home Entertainment Equipment Installers and Repairers (49-2097)(33)	
37	Police and Sheriff's Patrol Officers (33-3051)(838)	Motorcycle Mechanics (49-3052)(33)	
38	Insurance Sales Agents (41-3021)(828)	Wind Turbine Service Technicians (49-9081)(33)	
39	Assemblers and Fabricators, All Other, Including Team Assemblers (51-2098)(821)	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic (51-4012)(33)	
40	First-Line Supervisors of Mechanics, Installers, and Repairers (49-1011)(770)	Tool and Die Makers (51-4111)(33)	
41	Home Health Aides (31-1011)(769)	Prepress Technicians and Workers (51-5111)(33)	
42	First-Line Supervisors of Production and Operating Workers (51-1011)(736)	Craft Engineers (53-5031)(33)	
43	Fitness Trainers and Aerobics Instructors (39-9031)(685)	Commercial Divers (49-9092)(7)	
44	Pharmacy Technicians (29-2052)(667)		
45	Food Batchmakers (51-3092)(657)		
46	Tellers (43-3071)(623)		
47	Helpers--Installation, Maintenance, and Repair Workers (49-9098)(620)		
48	Executive Secretaries and Executive Administrative		

RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON-DEGREE AWARD	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
	Assistants (43-6011)(593)		
49	Inspectors, Testers, Sorters, Samplers, and Weighers (51-9061)(568)		
50	Bus and Truck Mechanics and Diesel Engine Specialists (49-3031)(540)		

Table 81. Top 50 Occupations in Terms of Cumulative Openings (2019-2028): Occupations Requiring HS\GED, Post-Secondary Non-Degree Award, or Some College: Northern Kern Sub-Region

RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON-DEGREE AWARD	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
1	Personal Care Aides (39-9021)(1296)	Heavy and Tractor-Trailer Truck Drivers (53-3032)(417)	Teacher Assistants (25-9041)(536)
2	Stock Clerks and Order Fillers (43-5081)(692)	Medical Assistants (31-9092)(126)	Bookkeeping, Accounting, and Auditing Clerks (43-3031)(211)
3	Office Clerks, General (43-9061)(374)	Nursing Assistants (31-1014)(109)	Computer User Support Specialists (15-1151)(20)
4	First-Line Supervisors of Farming, Fishing, and Forestry Workers (45-1011)(369)	Library Technicians (25-4031)(20)	Computer, Automated Teller, and Office Machine Repairers (49-2011)(20)

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RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON- DEGREE AWARD	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
5	Helpers--Production Workers (51-9198)(341)	Emergency Medical Technicians and Paramedics (29-2041)(20)	
6	Correctional Officers and Jailers (33-3012)(313)	Psychiatric Technicians (29-2053)(20)	
7	Packaging and Filling Machine Operators and Tenders (51-9111)(283)	Surgical Technologists (29-2055)(20)	
8	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (43-6014)(282)	Ophthalmic Medical Technicians (29-2057)(20)	
9	Maintenance and Repair Workers, General (49-9071)(263)	Licensed Practical and Licensed Vocational Nurses (29-2061)(20)	
10	Childcare Workers (39-9011)(222)	Medical Records and Health Information Technicians (29-2071)(20)	
11	First-Line Supervisors of Retail Sales Workers (41-1011)(221)	Health Technologists and Technicians, All Other (29-2099)(20)	
12	First-Line Supervisors of Office and Administrative Support Workers (43-1011)(202)	Massage Therapists (31-9011)(20)	
13	Food Batchmakers (51-3092)(190)	Dental Assistants (31-9091)(20)	
14	Farmers, Ranchers, and Other Agricultural Managers (11-9013)(169)	Medical Transcriptionists (31-9094)(20)	

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RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON- DEGREE AWARD	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
15	First-Line Supervisors of Food Preparation and Serving Workers (35-1012)(159)	Phlebotomists (31-9097)(20)	
16	Customer Service Representatives (43-4051)(157)	First-Line Supervisors of Fire Fighting and Prevention Workers (33-1021)(20)	
17	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (41-4012)(156)	Firefighters (33-2011)(20)	
18	Light Truck or Delivery Services Drivers (53-3033)(149)	Hairdressers, Hairstylists, and Cosmetologists (39-5012)(20)	
19	Shipping, Receiving, and Traffic Clerks (43-5071)(145)	Manicurists and Pedicurists (39-5092)(20)	
20	Receptionists and Information Clerks (43-4171)(129)	Telecommunications Equipment Installers and Repairers, Except Line Installers (49-2022)(20)	
21	Protective Service Workers, All Other (33-9099)(119)	Electrical and Electronics Repairers, Commercial and Industrial Equipment (49-2094)(20)	
22	Bus Drivers, School or Special Client (53-3022)(115)	Aircraft Mechanics and Service Technicians (49-3011)(20)	
23	Driver/Sales Workers (53-3031)(114)	Automotive Service Technicians and Mechanics (49-3023)(20)	
24	Social and Human Service Assistants (21-1093)(111)	Heating, Air Conditioning, and Refrigeration Mechanics and Installers (49-9021)(20)	

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RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON- DEGREE AWARD	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
25	First-line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors (53-1048)(109)		
26	First-Line Supervisors of Production and Operating Workers (51-1011)(87)		
27	Transportation, Storage, and Distribution Managers (11-3071)(20)		
28	Food Service Managers (11-9051)(20)		
29	Lodging Managers (11-9081)(20)		
30	Property, Real Estate, and Community Association Managers (11-9141)(20)		
31	Claims Adjusters, Examiners, and Investigators (13-1031)(20)		
32	Tax Preparers (13-2082)(20)		
33	Surveying and Mapping Technicians (17-3031)(20)		
34	Community Health Workers (21-1094)(20)		
35	Self-Enrichment Education Teachers (25-3021)(20)		

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RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON- DEGREE AWARD	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
36	Floral Designers (27-1023)(20)		
37	Merchandise Displayers and Window Trimmers (27-1026)(20)		
38	Pharmacy Technicians (29-2052)(20)		
39	Opticians, Dispensing (29-2081)(20)		
40	Occupational Health and Safety Technicians (29-9012)(20)		
41	Home Health Aides (31-1011)(20)		
42	Psychiatric Aides (31-1013)(20)		
43	Orderlies (31-1015)(20)		
44	Physical Therapist Aides (31-2022)(20)		
45	Medical Equipment Preparers (31-9093)(20)		
46	Pharmacy Aides (31-9095)(20)		
47	Veterinary Assistants and Laboratory Animal Caretakers (31-9096)(20)		
48	Healthcare Support Workers, All Other (31-9099)(20)		
49	First-Line Supervisors of Correctional Officers (33-1011)(20)		
50	First-Line Supervisors of Police and Detectives (33-1012)(20)		

Table 82. Top 50 Occupations in Terms of Cumulative Openings (2019-2028): Occupations Requiring HS\GED, Post-Secondary Non-Degree Award, or Some College: Porterville Sub-Region

RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON-DEGREE AWARD	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
1	Personal Care Aides (39-9021)(3249)	Heavy and Tractor-Trailer Truck Drivers (53-3032)(648)	Teacher Assistants (25-9041)(782)
2	Stock Clerks and Order Fillers (43-5081)(742)	Nursing Assistants (31-1014)(636)	Bookkeeping, Accounting, and Auditing Clerks (43-3031)(396)
3	Office Clerks, General (43-9061)(635)	Medical Assistants (31-9092)(300)	Computer User Support Specialists (15-1151)(22)
4	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (43-6014)(512)	Automotive Service Technicians and Mechanics (49-3023)(158)	Actors (27-2011)(22)
5	Maintenance and Repair Workers, General (49-9071)(388)	Licensed Practical and Licensed Vocational Nurses (29-2061)(156)	Computer, Automated Teller, and Office Machine Repairers (49-2011)(22)
6	Customer Service Representatives (43-4051)(375)	Dental Assistants (31-9091)(116)	
7	First-Line Supervisors of Farming, Fishing, and Forestry Workers (45-1011)(356)	Psychiatric Technicians (29-2053)(89)	
8	Farmers, Ranchers, and Other Agricultural Managers (11-9013)(336)	Library Technicians (25-4031)(22)	
9	First-Line Supervisors of Office and Administrative Support Workers (43-1011)(281)	Audio and Video Equipment Technicians (27-4011)(22)	

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RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON- DEGREE AWARD	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
10	Childcare Workers (39-9011)(279)	Emergency Medical Technicians and Paramedics (29-2041)(22)	
11	Packaging and Filling Machine Operators and Tenders (51-9111)(277)	Surgical Technologists (29-2055)(22)	
12	First-Line Supervisors of Retail Sales Workers (41-1011)(272)	Ophthalmic Medical Technicians (29-2057)(22)	
13	First-Line Supervisors of Food Preparation and Serving Workers (35-1012)(269)	Medical Records and Health Information Technicians (29-2071)(22)	
14	Light Truck or Delivery Services Drivers (53-3033)(259)	Health Technologists and Technicians, All Other (29-2099)(22)	
15	Bus Drivers, School or Special Client (53-3022)(239)	Healthcare Practitioners and Technical Workers, All Other (29-9099)(22)	
16	Receptionists and Information Clerks (43-4171)(238)	Massage Therapists (31-9011)(22)	
17	Shipping, Receiving, and Traffic Clerks (43-5071)(216)	Medical Transcriptionists (31-9094)(22)	
18	Social and Human Service Assistants (21-1093)(209)	Phlebotomists (31-9097)(22)	
19	Home Health Aides (31-1011)(206)	First-Line Supervisors of Fire Fighting and Prevention Workers (33-1021)(22)	

Kern AEP CONSORTIUM THREE-YEAR PLAN 2019-2022

RANK	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING HS\GED	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING POST-SECONDARY NON- DEGREE AWARD	TOP 50 OCCUPATIONS IN TERMS OF 2019-2028 CUMULATIVE OPENINGS: OCCUPATIONS REQUIRING SOME COLLEGE
20	Assemblers and Fabricators, All Other, Including Team Assemblers (51-2098)(200)	Firefighters (33-2011)(22)	
21	Recreation Workers (39-9032)(190)	Hairdressers, Hairstylists, and Cosmetologists (39-5012)(22)	
22	Protective Service Workers, All Other (33-9099)(178)	Manicurists and Pedicurists (39-5092)(22)	
23	Medical Secretaries (43-6013)(174)	Telecommunications Equipment Installers and Repairers, Except Line Installers (49-2022)(22)	
24	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (41-4012)(167)	Electrical and Electronics Repairers, Commercial and Industrial Equipment (49-2094)(22)	
25	Police and Sheriff's Patrol Officers (33-3051)(164)	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay (49-2095)(22)	
26	First-line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors (53-1048)(154)	Aircraft Mechanics and Service Technicians (49-3011)(22)	
27	Office and Administrative Support Workers, All Other (43-9199)(127)	Heating, Air Conditioning, and Refrigeration Mechanics and Installers (49-9021)(22)	
28	Sales Representatives, Services, All Other (41-3099)(123)	Prepress Technicians and Workers (51-5111)(22)	
29	Carpenters (47-2031)(117)	Tool and Die Makers (51-4111)(11)	

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30	Billing and Posting Clerks (43-3021)(116)		
31	Security Guards (33-9032)(114)		
32	First-Line Supervisors of Production and Operating Workers (51-1011)(112)		
33	Production Workers, All Other (51-9199)(108)		
34	Tellers (43-3071)(82)		
35	Inspectors, Testers, Sorters, Samplers, and Weighers (51-9061)(54)		
36	Transportation, Storage, and Distribution Managers (11-3071)(22)		
37	Food Service Managers (11-9051)(22)		
38	Lodging Managers (11-9081)(22)		
39	Property, Real Estate, and Community Association Managers (11-9141)(22)		
40	Claims Adjusters, Examiners, and Investigators (13-1031)(22)		
41	Tax Preparers (13-2082)(22)		
42	Surveying and Mapping Technicians (17-3031)(22)		

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43	Community Health Workers (21-1094)(22)		
44	Title Examiners, Abstractors, and Searchers (23-2093)(22)		
45	Self-Enrichment Education Teachers (25-3021)(22)		
46	Floral Designers (27-1023)(22)		
47	Merchandise Displayers and Window Trimmers (27-1026)(22)		
48	Umpires, Referees, and Other Sports Officials (27-2023)(22)		
49	Media and Communication Workers, All Other (27-3099)(22)		
50	Media and Communication Equipment Workers, All Other (27-4099)(22)		