

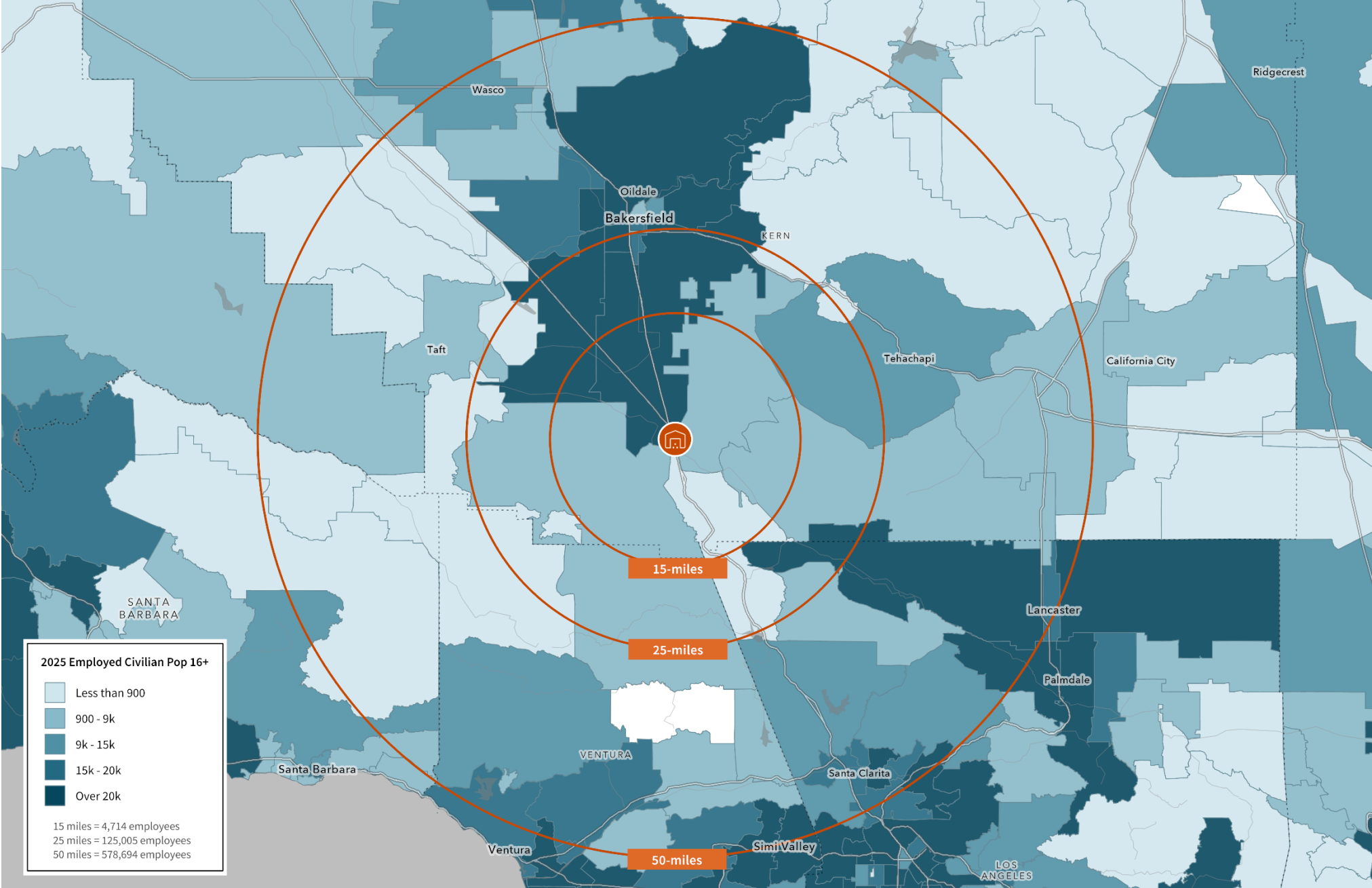
Industrial Labor Profile

Tejon Ranch, Lebec CA

Prepared November 2025

Labor Force by Zip Code

Tejon Ranch Commerce Center, Lebec, CA



Population and Labor Demographics

Tejon Ranch Commerce Center, Lebec, CA

Address	Tejon Ranch Commerce Center, Lebec, CA		
Drive Time (Mins)	30	45	60
Population			
Total Population	248,628	678,084	992,644
2020-2025 Growth Rate: Population	0.57	0.48	0.31
Total Daytime Population	232,712	663,349	974,952
College Students	24,164	91,341	160,584
Age			
Median Age	31.8	33.3	34.1
Generation Z Pop : Percent	28.77	27.51	27.09
Generation X Pop : Percent	16.55	17.09	17.96
Baby Boomer Pop : Percent	12.43	14.17	14.67
Employed Civilian Pop 16+ : Percent	92.58	92.36	93
Educational Attainment			
High School Diploma : Percent	26.73	24.92	23.4
Some College/No Degree or Associate's Degree: Percent	27.62	29.38	29.03
Bachelor or greater: Percent	15.96	21.52	25.43
Income			
Median Household Income	\$66,568	\$73,243	\$80,839
HH Income Under (\$50,000): Percent	36.14	33.8	30.83
Labor Force			
Civ Pop 16+/Labor Force	112,365	301,692	456,850
Employed Civilian Pop 16+ : Percent	92.58	92.36	93
2025 Unemployment Rate	7.4	7.6	7
Targeted Workforce			
Blue Collar Employment	37,939	86,565	121,906
Blue Collar Employment: Percent	36.46	31.06	28.68
Occupation: Transportation/Moving	13,975	29,845	40,489
Occupation: Production	4,347	10,930	17,014
Occupation: Maintenance/Repair	3,674	9,930	13,825
Industry Composition			
Industry Employment: Transportation	8,577	17,523	23,841
Industry Employment: Manufacturing	5,670	13,396	24,961

	30 Minutes	45 Minutes	60 Minutes
2025 Pop Age 25+: Grad/Professional Degree : Percent	4.43	7.3	8.41
2025 Pop Age 25+: Bachelor's Degree : Percent	11.53	14.22	17.02
	15.96	21.52	25.43



Occupation Metrics: Regional Comparison

Tejon Ranch Commerce Center, Lebec, CA

	30 minute ZIP drive time from North Wheeler Ridge Road, Tejon Ranch Commerce Center, Arvin, Kern County, California, 93203, USA*	45 minute ZIP drive time from North Wheeler Ridge Road, Tejon Ranch Commerce Center, Arvin, Kern County, California, 93203, USA*	60 minute ZIP drive time from North Wheeler Ridge Road, Tejon Ranch Commerce Center, Arvin, Kern County, California, 93203, USA*
Occupation Metrics			
Business Professionals			
Jobs (2025)	281	1,277	2,465
2024 Employment Concentration	0.65	0.88	1.04
Projected Jobs (2029)	291	1,330	2,544
Projected Job Change % (2024 - 2029)	5%	6%	5%
Average Hourly Earnings	\$46.15	\$46.21	\$46.70
Median Hourly Earnings	\$43.46	\$43.65	\$42.12
Pct. 10 Hourly Earnings	\$22.58	\$22.81	\$21.99
Pct. 25 Hourly Earnings	\$30.54	\$30.85	\$30.14
Pct. 75 Hourly Earnings	\$58.06	\$58.12	\$58.80
Pct. 90 Hourly Earnings	\$71.79	\$71.63	\$74.47
Median Annual Earnings	\$90,390	\$90,786	\$87,607
Industrial Engineers			
Jobs (2025)	40	116	497
2024 Employment Concentration	0.32	0.27	0.72
Projected Jobs (2029)	43	124	520
Projected Job Change % (2024 - 2029)	12%	11%	7%
Average Hourly Earnings	\$58.32	\$58.36	\$57.65
Median Hourly Earnings	\$53.72	\$53.76	\$52.05
Pct. 10 Hourly Earnings	\$36.05	\$36.08	\$36.29
Pct. 25 Hourly Earnings	\$41.30	\$41.35	\$42.98
Pct. 75 Hourly Earnings	\$66.85	\$66.87	\$65.14
Pct. 90 Hourly Earnings	\$89.06	\$89.03	\$82.36
Median Annual Earnings	\$111,742	\$111,825	\$108,258
Electrical and Electronics Engineers			
Jobs (2025)	83	336	819
2024 Employment Concentration	0.80	0.98	1.46
Projected Jobs (2029)	85	336	822
Projected Job Change % (2024 - 2029)	4%	0%	1%
Average Hourly Earnings	\$61.38	\$61.20	\$63.36
Median Hourly Earnings	\$59.34	\$59.29	\$60.94
Pct. 10 Hourly Earnings	\$43.44	\$43.18	\$41.26
Pct. 25 Hourly Earnings	\$48.88	\$48.69	\$48.70
Pct. 75 Hourly Earnings	\$72.96	\$72.71	\$75.99
Pct. 90 Hourly Earnings	\$82.89	\$82.72	\$88.09
Median Annual Earnings	\$123,433	\$123,324	\$126,747



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Occupation Metrics			
Mechanical Engineers			
Jobs (2025)	55	212	549
2024 Employment Concentration	0.53	0.61	0.97
Projected Jobs (2029)	57	216	557
Projected Job Change % (2024 - 2029)	6%	3%	2%
Average Hourly Earnings	\$57.78	\$57.46	\$57.63
Median Hourly Earnings	\$55.60	\$55.77	\$55.32
Pct. 10 Hourly Earnings	\$35.37	\$35.63	\$34.89
Pct. 25 Hourly Earnings	\$42.41	\$42.78	\$42.69
Pct. 75 Hourly Earnings	\$68.80	\$68.56	\$68.60
Pct. 90 Hourly Earnings	\$83.86	\$83.06	\$83.31
Median Annual Earnings	\$115,642	\$116,002	\$115,067
Materials Engineers			
Jobs (2025)	<10	11	63
2024 Employment Concentration	0.29	0.39	1.38
Projected Jobs (2029)	<10	10	67
Projected Job Change % (2024 - 2029)	Insf. Data	(1%)	11%
Average Hourly Earnings	Insf. Data	\$64.99	\$61.18
Median Hourly Earnings	Insf. Data	\$60.38	\$58.01
Pct. 10 Hourly Earnings	Insf. Data	\$42.78	\$42.75
Pct. 25 Hourly Earnings	Insf. Data	\$52.94	\$51.22
Pct. 75 Hourly Earnings	Insf. Data	\$81.05	\$68.87
Pct. 90 Hourly Earnings	Insf. Data	\$88.79	\$85.08
Median Annual Earnings	Insf. Data	\$125,591	\$120,668
Chemical Engineers			
Jobs (2025)	<10	28	52
2024 Employment Concentration	0.91	1.11	1.28
Projected Jobs (2029)	<10	29	53
Projected Job Change % (2024 - 2029)	Insf. Data	3%	3%
Average Hourly Earnings	Insf. Data	\$72.95	\$71.96
Median Hourly Earnings	Insf. Data	\$65.45	\$64.70
Pct. 10 Hourly Earnings	Insf. Data	\$41.24	\$40.67
Pct. 25 Hourly Earnings	Insf. Data	\$49.96	\$49.28
Pct. 75 Hourly Earnings	Insf. Data	\$89.47	\$87.69
Pct. 90 Hourly Earnings	Insf. Data	\$116.90	\$114.19
Median Annual Earnings	Insf. Data	\$136,146	\$134,569



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Occupation Metrics			
Production Occupations			
Jobs (2025)	2,448	5,956	13,180
2024 Employment Concentration	0.76	0.55	0.76
Projected Jobs (2029)	2,502	6,101	12,931
Projected Job Change % (2024 - 2029)	3%	4%	(2%)
Average Hourly Earnings	\$25.44	\$25.83	\$25.80
Median Hourly Earnings	\$22.03	\$22.13	\$22.39
Pct. 10 Hourly Earnings	\$16.36	\$16.35	\$16.59
Pct. 25 Hourly Earnings	\$17.63	\$17.54	\$17.91
Pct. 75 Hourly Earnings	\$29.60	\$30.19	\$29.75
Pct. 90 Hourly Earnings	\$40.01	\$42.37	\$40.30
Median Annual Earnings	\$45,824	\$46,039	\$46,571
Electrical, Electronics, and Electromechanical Assemblers			
Jobs (2025)	13	33	283
2024 Employment Concentration	0.13	0.10	0.56
Projected Jobs (2029)	14	36	236
Projected Job Change % (2024 - 2029)	13%	15%	(22%)
Average Hourly Earnings	\$26.05	\$25.98	\$22.06
Median Hourly Earnings	\$23.47	\$23.44	\$18.89
Pct. 10 Hourly Earnings	\$17.71	\$17.70	\$16.53
Pct. 25 Hourly Earnings	\$21.62	\$21.60	\$16.85
Pct. 75 Hourly Earnings	\$30.21	\$30.04	\$24.07
Pct. 90 Hourly Earnings	\$35.96	\$35.79	\$30.03
Median Annual Earnings	\$48,818	\$48,757	\$39,291
Industrial Maintenance Technicians			
Jobs (2025)	180	563	1,016
2024 Employment Concentration	0.93	0.87	0.97
Projected Jobs (2029)	196	597	1,055
Projected Job Change % (2024 - 2029)	12%	9%	5%
Average Hourly Earnings	\$34.18	\$34.24	\$34.37
Median Hourly Earnings	\$31.73	\$31.62	\$31.99
Pct. 10 Hourly Earnings	\$21.30	\$21.28	\$21.29
Pct. 25 Hourly Earnings	\$24.14	\$24.06	\$24.31
Pct. 75 Hourly Earnings	\$39.22	\$39.45	\$39.90
Pct. 90 Hourly Earnings	\$50.32	\$50.78	\$51.10
Median Annual Earnings	\$66,007	\$65,761	\$66,543



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Occupation Metrics			
Forklift Operators			
Jobs (2025)	494	1,003	2,385
2024 Employment Concentration	1.70	1.03	1.51
Projected Jobs (2029)	521	1,046	2,455
Projected Job Change % (2024 - 2029)	8%	6%	5%
Average Hourly Earnings	\$23.41	\$23.41	\$23.42
Median Hourly Earnings	\$23.08	\$23.08	\$23.03
Pct. 10 Hourly Earnings	\$17.59	\$17.59	\$17.67
Pct. 25 Hourly Earnings	\$19.65	\$19.65	\$19.60
Pct. 75 Hourly Earnings	\$27.16	\$27.16	\$27.15
Pct. 90 Hourly Earnings	\$28.48	\$28.48	\$28.54
Median Annual Earnings	\$48,016	\$48,014	\$47,894
Laborers and Material Movers			
Jobs (2025)	3,741	8,450	16,787
2024 Employment Concentration	1.53	1.03	1.26
Projected Jobs (2029)	3,908	8,806	17,289
Projected Job Change % (2024 - 2029)	7%	6%	4%
Average Hourly Earnings	\$20.33	\$20.42	\$20.42
Median Hourly Earnings	\$18.49	\$18.59	\$18.66
Pct. 10 Hourly Earnings	\$16.18	\$16.19	\$16.24
Pct. 25 Hourly Earnings	\$16.78	\$16.81	\$16.93
Pct. 75 Hourly Earnings	\$23.16	\$23.23	\$23.17
Pct. 90 Hourly Earnings	\$24.84	\$24.83	\$24.79
Median Annual Earnings	\$38,465	\$38,677	\$38,822

Population & Demographic Statistics

Appendix - Data Sources and Calculations

Percentile Wage Range Consideration:

The wage data is reported using percentile ranges to reflect labor experience – the higher the percentile would reflect the superior level of experience for each occupation. For example, the 10th percentile is to be considered “entry level” labor; whereas the 90th percentile is to be considered “highly experienced” labor.

Location Quotient

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

Occupation Data

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

Occupation Residence Data

This data comes from the Census LODES data, specifically from Origin and Destination (OD) data, Regional Area Characteristics (RAC), and Workforce Area Characteristics (WAC) data which Emsi applies to our occupation jobs figures.

Shift Share

Shift share is a standard regional analysis method that attempts to determine how much of regional job growth can be attributed to national trends and how much is due to unique regional factors.

ZIP Code Data Disclaimer

Due to a lack of source data at the ZIP code level, Lightcast's ZIP-level estimates can be less accurate when looking at a small number of ZIP codes. This is especially likely to occur in rural areas.

State Data Sources

This report uses state data from the following agencies: California Employment Development Department

Thank You