Antelope Valley Labor Market Information

Executive Summary

Antelope Valley ("the AV") is a region that has a wide array of employment and educational opportunities, where data on jobs and education have been rising over time since 2010. The pandemic's shadow on labor markets remains, including in Los Angeles County. However, as a place where unemployment is usually higher than its large neighbors, the AV is making gains in education with diverse local residents and where housing has become more expensive, especially since 2020. This report will provide data on workforce development, economic development, and community stakeholders and considerations of AV's comparative strengths and opportunities as we look toward 2030.

Key Findings and Highlights

- Population has grown in the AV due to Palmdale and Lancaster, but Ridgecrest has also grown since 2010, but is still lower than 2019 levels as of 2024;
- AV is aging, and looks like Kern County and California on average in terms of population age distribution;
- AV is a diverse place, and a place where Hispanic and African-American residents of the AV provide that diversity versus Asian-American households in California on average (Kern County also has a smaller proportion of Asian families and is less diverse than AV);
- Housing is primarily single-family housing in the AV and has changed little since 2010
  - Los Angeles County leans more toward multi-family housing, due to the urban centers;
  - Kern County looks more like the AV in terms of its housing mix;
- Median home prices are approximately $508,00 in Palmdale and $473,000 in Lancaster as of December 2024;
  - Los Angeles County is $875,000 at the median and Kern County is $354,000; all prices have significantly increased since 2020;
  - AV housing prices are relatively low versus California on average, an advantage when recruiting both businesses and employees;
  - Rental prices in both Palmdale and Lancaster have increased approximately $1,000 per month since 2017, approximately 40 percent on average;
  - Rental burden, the number of households that pay at least 30 percent of their monthly income as rent, is relatively high in the AV versus Kern and Los Angeles counties otherwise;
- AV has a balanced industry mix, with manufacturing, construction, and aerospace complemented by an array of locally focused services and tourism support;
  - Key industries, the foundations of industry clusters that showcase AV's competitive advantages, include:
    - Professional, Scientific, and Technical Services

- - - Health Care and Social Services
    - Transportation and Warehousing: Oil/Petroleum Transportation
    - Arts, Sports, Entertainment, and Recreation
    - Real Estate and Rentals
    - Agriculture, Forestry, Fishing and Hunting
    - Advanced Manufacturing (Electronics and Machinery)
  - Labor Force Data show that most areas of Antelope Valley have relatively high unemployment rates, not unique for rural areas of southern California;
    - Since 2010, the differences have persisted;
    - The pandemic's shadow remains on the available labor force, residential employment, and jobs growth, as well as a slower forecast for most industries versus the pre-pandemic period;
    - Growth is seen as based more on services than construction and manufacturing toward 2030 as of 2024;
    - Kern County, as much of the Central Valley from Sacramento to Bakersfield, has experienced faster job growth than California on average and an increase in labor force due to population growth;
    - Cost of living increases since 2020 have pressured regional wages (feeding into and off of rising housing and rental prices), creating large amounts of commuting since the economy's full reopening in 2021 after the pandemic;
    - Working from home has surged since 2020, but may reverse with more back-to-work orders for employees and shifting corporate views on coming to a central workplace;
- Education Data and Educational Attainment show the AV has room for further improvement, but has gained since the pandemic period in graduation rates, preparation for college, and educational attainment of the local workforce;
  - There is a large number of community college and university programs in Antelope Valley, driven by the campuses of Antelope Valley College and Cerro Coso Community College
  - The student body at local elementary and secondary schools is more diverse than Kern or Los Angeles counties and California on average, reflecting the diversity of AV's population.

Contents

Introduction

Antelope Valley (the AV) sits between southern Kern County and northern Los Angeles County. The AV has more in common with California's rural areas than its urban centers, with Palmdale and Lancaster as its two main cities within the western Mojave Desert. Other cities and communities, such as Ridgecrest, Rosamond and California City, have residents that work in the AV and beyond. Throughout this study of the AV, we will reference and compare when applicable to Kern and Los Angeles counties, as well as California on average. Antelope Valley is 65 miles north of Los Angeles, in southern Kern and northern Los Angeles counties, over 3,000 square miles and averages about 2,500 feet above sea level. California State Highways 14 and 138 provide primary road access to the AV. AV Edge commissioned this report.

The AV is a place associated with the US military. Edwards Air Force Base (Edwards AFB) and Naval Air Weapons Station China Lake (NAWS China Lake) are located here, as are other, related government facilities and associated businesses. Like other rural and suburban areas in California, larger counties that neighbor the AV act as both opportunities and competition for the AV's workers, businesses, and visitors.   This study considers challenges and opportunities as ways to focus resources and think about what employers may best fit the AV from a worker, infrastructure, and quality of life standpoint. AV's recent history shows entrepreneurship and increased services due to population change. A shifting housing market in terms of housing mix and costs affects how local employers consider future growth and, thus, how local schools, community colleges, training facilities, and university extension programs train a workforce for the future. This study has the following sections to describe Antelope Valley's recent economic and social past and provide a window into the future for planning and context as 2030 gets closer.

- Demographics: people, diversity, incomes, housing units utilization, occupations/skills, population shifts;
- Housing as infrastructure: number of units, a mix of units, affordability, and burden, people per unit, rental prices, housing forecasts (price and units);
- The regional labor market: employment of local residents, hiring by local employers by industry, industry mix, wages paid, unemployment rates, and forecasts to 2030;
- Commuting patterns: where the AV's residents go, where the AV's workers come from, and where gaps exist;
- Education: graduation rates, CSU/UC ready graduates, breadth of educational and training programs available within AV, educational attendance and attainment of the AV residents.

Demography: Describing The AV's Residents

In this section, we look at data from the Census Bureau and the California Department of Finance as ways to compare and consider residents of Antelope Valley (the AV) versus those of Los Angeles and Kern counties otherwise. Because the central communities of Palmdale and Lancaster are more similar to Kern County than Los Angeles County (where the population is densely populated closer to the coastline), we will use Kern County on average more than Los Angeles County when making comparisons. Further, we will use unincorporated Los Angeles County when possible as a comparison. As an overview, the California Department of Finance and the U.S. Census Bureau reports for population in California, Kern County, and Los Angeles County, as shown in Figure 1.

Figure 1: Population Size of California, Kern County, Los Angeles County

Year	Kern	Los Angeles	CA
2010	841,365	9,821,647	37,319,550
2011	848,651	9,873,700	37,636,311
2012	854,392	9,931,394	37,944,551
2013	862,727	9,987,189	38,253,768
2014	869,837	10,033,449	38,586,706
2015	876,548	10,077,263	38,904,296
2016	881,094	10,094,865	39,149,186
2017	887,316	10,092,365	39,337,785
2018	893,618	10,061,533	39,437,463
2019	898,898	10,011,602	39,437,610
2020	905,910	9,992,813	39,521,958
2021	912,709	9,809,462	39,142,565
2022	916,751	9,719,765	39,142,414
2023	913,820	9,663,345	39,198,693
2024	909,685	9,668,124	39,431,263
2019-24	1.2%	-3.4%	0.1%
2010-24	8.1%	-1.6%	5.7%

Sources: California Department of Finance, Census Bureau

We will consider the AV's economy and residents, which are primarily shaped by five cities.[1] In some cases, we will use all the zip codes that define the AV:
- California City
- Lancaster
- Palmdale
- Ridgecrest

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[1] There are data limitations among the mix of databases in terms of having zipcode-level data or city-level data.

- Tehachapi
- Other places include Acton, Boron, Lake Hughes, China Lake, Mojave, Rosamond, and Lake Los Angeles (see the Appendix for more localized data from 2019 and 2023 for comparison).

Figure 2 provides population data from 2010 to 2024 for the main areas in Antelope Valley. The California Department of Finance and the federal Census Bureau do not annually track smaller places (generally those under 15,000 residents). These five cities are incorporated and are tracked by either data source annually.

Figure 2: Antelope Valley Population, Incorporated Cities, 2010 to 2024

Year	California City	Ridgecrest	Tehachapi	Lancaster	Palmdale
2010	14,899	26,178	14,710	169,217	164,793
2011	13,537	26,431	14,741	170,965	165,865
2012	14,190	26,799	14,204	172,295	167,321
2013	14,056	27,043	13,602	173,245	168,331
2014	14,050	27,028	13,533	174,504	169,201
2015	14,848	27,040	13,283	174,997	170,089
2016	14,531	27,098	12,705	175,174	170,129
2017	14,857	27,145	12,801	175,143	169,878
2018	15,192	27,370	12,666	175,100	170,024
2019	15,287	27,596	13,338	174,886	169,829
2020	15,018	27,890	13,041	175,077	169,281
2021	14,996	27,994	12,306	174,754	168,452
2022	15,011	27,982	12,442	173,267	166,845
2023	14,822	27,745	11,978	172,460	166,089
2024	13,079	27,940	11,092	172,631	166,055
2019-24	-14.4%	1.2%	-16.8%	-1.3%	-2.2%
2010-24	-12.2%	6.7%	-24.6%	2.0%	0.8%

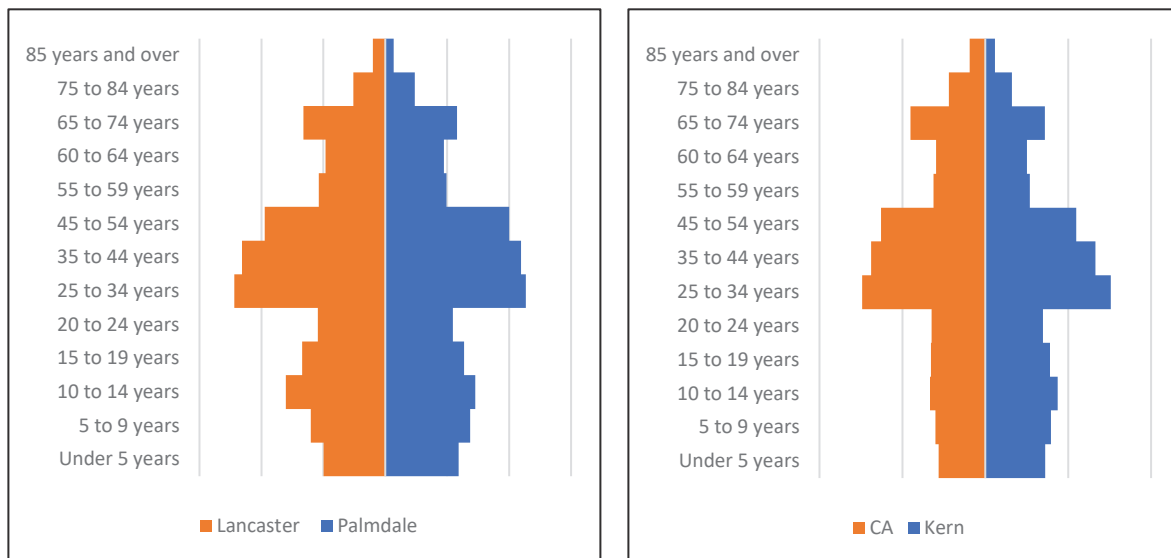Sources: California Department of Finance, Census Bureau

While Lancaster and Palmdale grew during the 2010s, the post-pandemic shock to population can be seen in Figure 1 for California, which has had no population growth since 2019. Early estimates and indications from the California Department of Finance's demographic unit suggest California's population will grow again in 2024. Please see the Appendix for zip code population data from the Census Bureau.

> **Why is tracking population growth important?** When population slows or stops growing, the number of children in school, the number of available workers from local residents, and community organizations' level of attendance and involvement also fades. A growing population provides revenue for local businesses as well as workers, students and support for non-profit organziations.

Population Characteristics Two Ways: Age and Race/Ethnicity

For two significant reasons, local residents' age and race/ethnicity are classic metrics for watching the local labor force and residents. First, how diverse a population is generally tracks business diversity. Later in this study, we show changes in median household income since 2010 by race/ethnicity for our comparison areas. Second, an aging population is a national phenomenon and can affect the type of businesses located regionally due to how households purchase goods and services and how many local residents are also labor force participants. Figures 3 and 4 provide a high-level look at these metrics; in other sections, we consider related measures to understand the AV's available workers and commuting more completely.
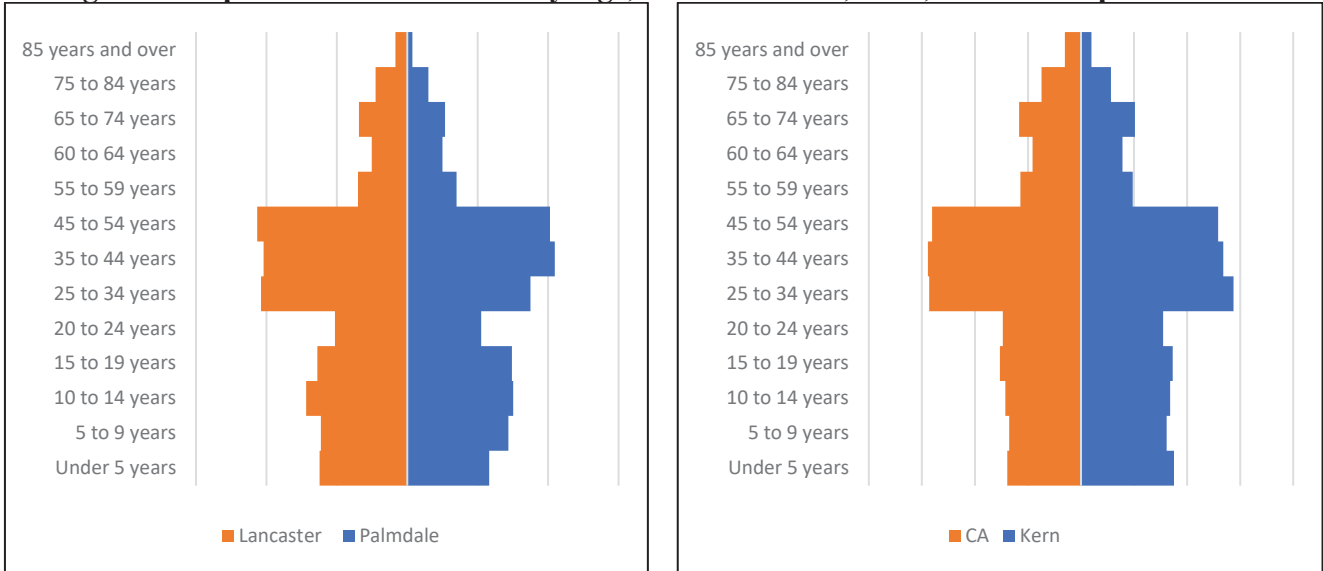
Figure 3: Population Distributions, the AV and Kern/California, 2023

Sources: California Department of Finance, Census Bureau, Areas in Figure 3 represent 100 of the city's population.

> **Why is tracking age profiles and race/ethnicity mix in the population important?** When a population ages, the local labor force changes (generally gets smaller) and the consumption profile of local residents shifts away from larger purchases and toward more healthcare services, both acute and outpatient. Shifts in race/ethnicity diversify the local workforce and may bring a need to add new languages to menus, billboards and other information as well a shift to culturally-focused retail and other businesses.

![EFA Economic Forensics & Analytics logo]

Figure 4: Population Distributions by Age, Selected Areas, 2010, 100% of Population

Source: California Department of Finance

Figure 5: Population Distributions by Race/Ethnicity, Selected Areas, 2023
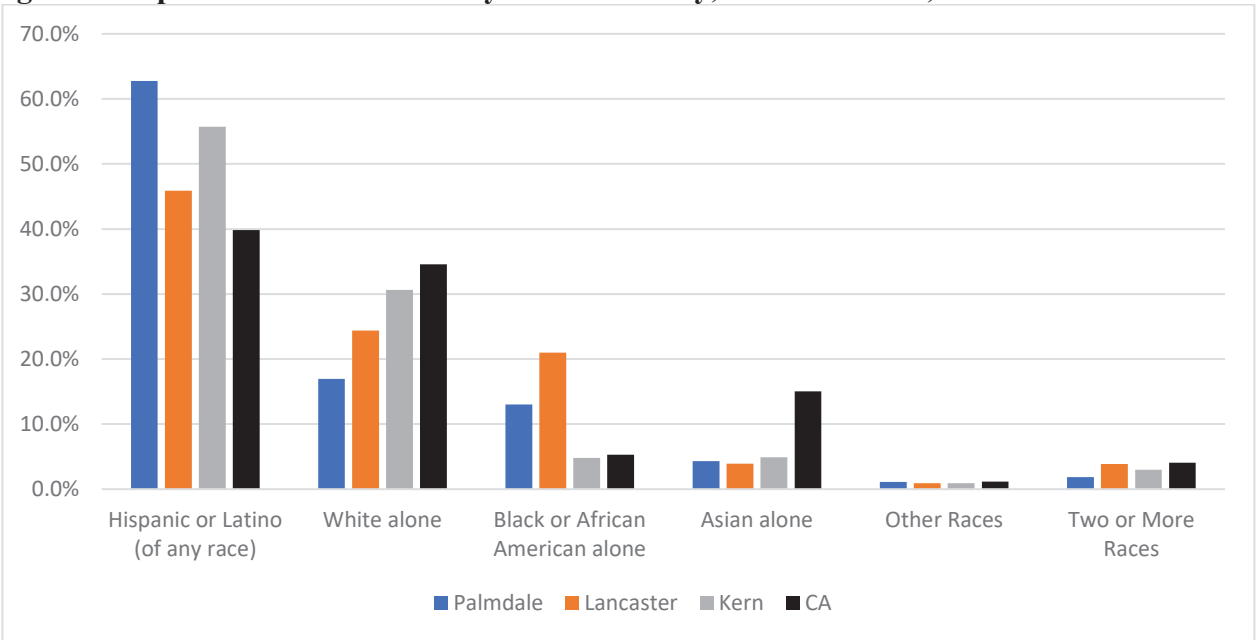
Sources: California Department of Finance, Census Bureau

Comparisons to Kern County are seen as more appropriate given some of the AV's communities are in Kern County and that greater Los Angeles County's population is dominated by large urban areas that are coastal and not as suburban or rural. We do consider unincorporated Los Angeles County when looking at housing units below due to part of the AV being in those data.
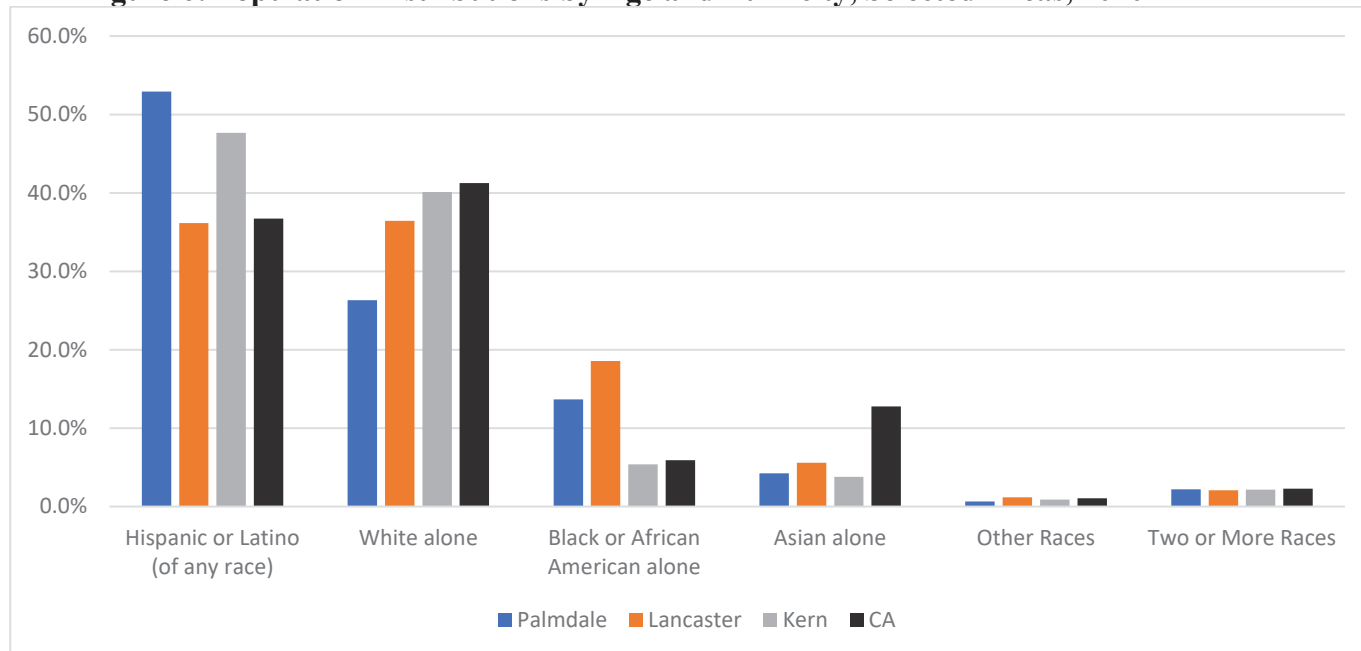
Figure 6: Population Distributions by Age and Ethnicity, Selected Areas, 2010

Sources: California Department of Finance, Census Bureau

Population change, housing, and economic opportunity are naturally tied to each other regionally. Let's now look at housing markets.

Housing

Like roadways, power, water, and broadband, housing should be seen as infrastructure that supports a productive and diverse workforce in a region. For Antelope Valley, most of the housing stock is single-family homes. Home and rental prices have been rising steadily in the pandemic's wake. Changing housing costs can pressure wage demands and, ultimately, business costs and local entrepreneurship versus regions with less price pressure. The housing mix may also dictate the ability to attract and retain workers, especially those who make higher wages to find housing commensurate with their salary. A mix of rental housing helps attract and retain lower-wage workers who may be more likely to turnover but also want to avoid commuting costs.

Housing Units and Mix

The housing stock acts as economic and workforce infrastructure. Its breadth and volume can be an asset for local economies or a constraint that restricts economic development otherwise. For Antelope Valley, the five cities shown in Figure 2 are our focus below due to data available. We see in Figure 7 that the housing mix (the mix of single-family homes versus multi-family) is different for the main cities of Antelope Valley versus Kern County and Los Angeles County's unincorporated areas (which are made up of more suburban and the rural regions versus LA County's primary cities).

Notice that each location has more than three people per household; California's average in 2024 was 2.75 people.

Figure 7: Housing Mix, Antelope Valley Cities, Kern County, Unincorporated Los Angeles County

2024	Total Supply	Single Detached	Single Attached	Two to Four	Five Plus	Mobile Homes	Occupied	Persons per Household
The AV	128,520	94,892	2,643	7,360	15,765	7,860	123,204	3.10
The AV % by Housing Type		73.8%	2.1%	5.7%	12.3%	6.1%		
Kern County	310,784	224,919	8,069	29,486	26,363	21,947	290,847	3.06
Los Angeles County (Unincorporated)	317,054	221,430	19,046	18,185	48,277	10,116	304,513	3.22
Kern County % by type		72.4%	2.6%	9.5%	8.5%	7.1%		
LA County by type		69.8%	6.0%	5.7%	15.2%	3.2%		

2020	Total Supply	Single Detached	Single Attached	Two to Four	Five Plus	Mobile Homes	Occupied	Persons per Household
The AV	126,162	92,958	2,532	7,303	15,519	7,850	120,975	3.20
The AV % by Housing Type		73.7%	2.0%	5.8%	12.3%	6.2%		
Kern County	301,009	216,932	7,691	29,041	25,592	21,753	281,498	3.13
Los Angeles County (Unincorporated)	313,852	220,998	18,165	17,739	46,850	10,100	301,441	3.32
Kern County % by type		72.1%	2.6%	9.6%	8.5%	7.2%		
LA County by type		70.4%	5.8%	5.7%	14.9%	3.2%		

2010	Total Supply	Single Detached	Single Attached	Two to Four	Five Plus	Mobile Homes	Occupied	Persons per Household
The AV	119,043	87,139	2,330	7,283	14,422	7,869	107,948	3.23
The AV % by Housing Type		73.2%	2.0%	6.1%	12.1%	6.6%		
Kern County	284,367	202,068	7,325	28,671	23,666	22,637	254,610	3.15
Los Angeles County (Unincorporated)	316,888	224,670	19,257	17,923	44,290	10,748	299,448	3.47
Kern County % by type		71.1%	2.6%	10.1%	8.3%	8.0%		
LA County by type		70.9%	6.1%	5.7%	14.0%	3.4%		

Note: the AV is defined in Figure 7 by the five main cities based on data consistency and availability.
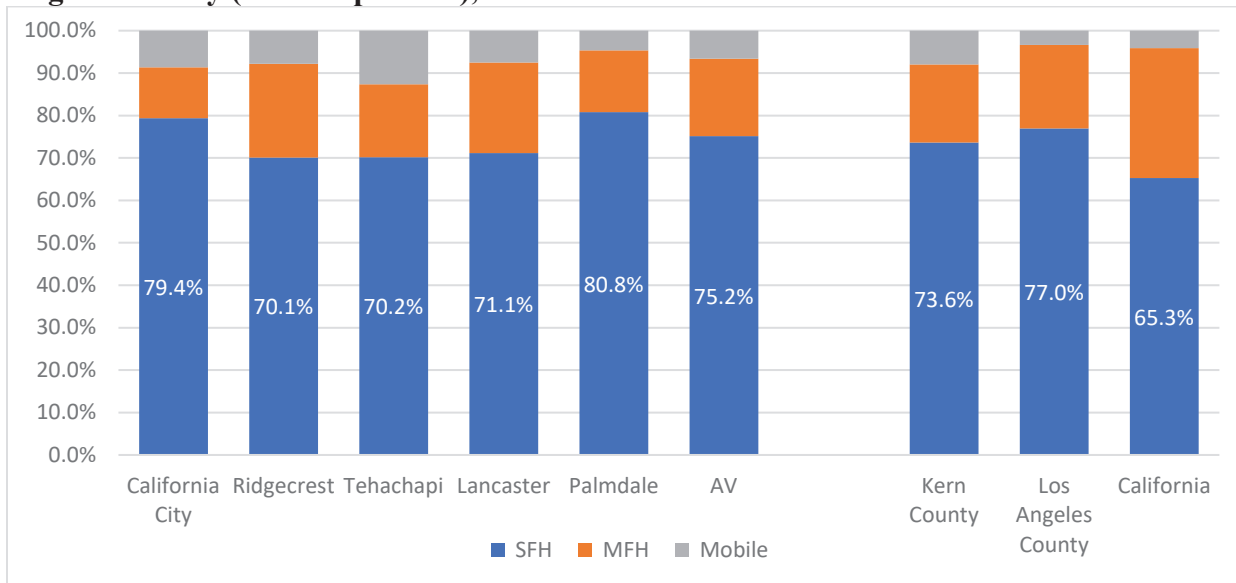Sources: California Department of Finance and Census Bureau

Figure 7 shows the housing mix comparing 2010, 2019, and 2024. The groupings below combine classic single-family homes with condominiums such as "SFH," mobile homes, and multi-family (MFH) otherwise. The housing mix is a classic asset that a regional labor market has to support local workers living and working locally across various industries. More multi-family units imply more rental units and thus workers at lower wage and income levels as residents; more single-family homes mean relatively higher wage and income level residents, assuming they are for sale than for rent, which further implies more inbound commuters to fill lower-wage jobs as Figures 8 and 9 show, the AV, Kern County and unincorporated Los Angeles County have more in common in terms of housing mix, where the urban centers and more multi-family housing drive the state average.

Figure 8: 2024 Housing Mix, Percent of Total Units, the AV Cities, Kern and Los Angeles County (Unincorporated), California
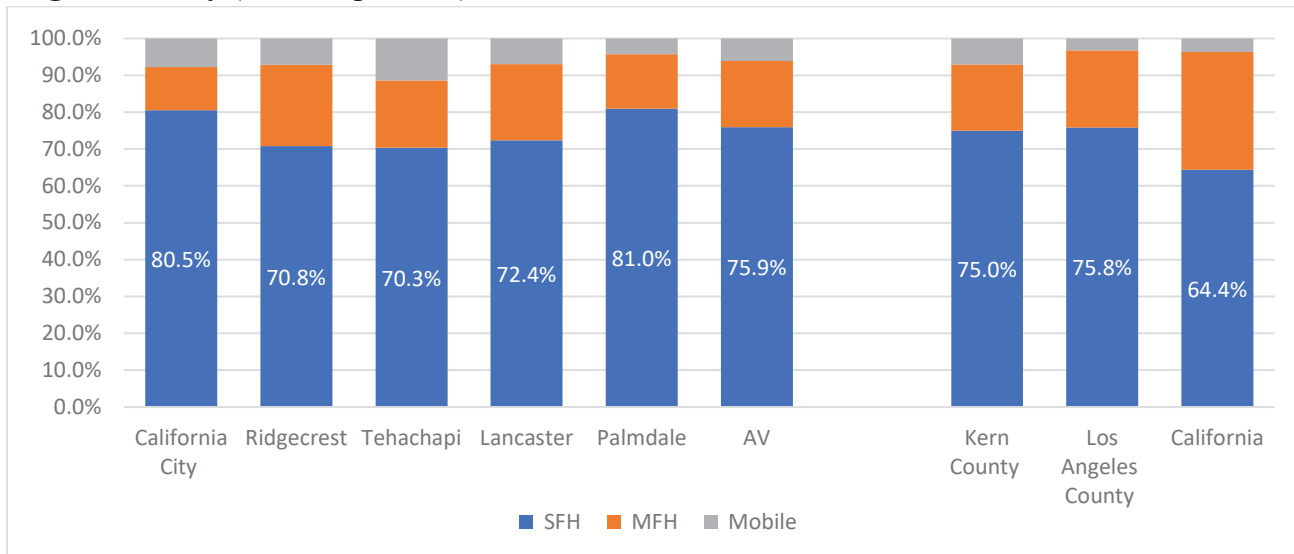
Source: California Department of Finance and Census Bureau

Figure 9: 2010 Housing Mix, Percent of Total Units, the AV Cities, Kern and Los Angeles County (Unincorporated), California

Source: California Department of Finance and Census Bureau

> **Why is Housing Mix Important?** Housing is a support asset for both local workers who are residents and local employers. Commuting costs workers and employers; the more local employers rely on inbound workers versus local residents, the more wages rise to attract workers outside the area. For workers, more time in the car and not producing goods or services or being at home can reduce productivity over time. Local employers should see the housing mix and volume as a positive asset when developed correctly within local general plans.

Let's now consider home purchase and rental prices and a metric known as rental burden (the percentage of renting households paying at least 20 percent of monthly income as rent).

Housing Prices

Housing prices are a part of localized inflation and data points employers and workers watch regarding future wage demands. There is a mix of cities for the AV between Kern and Los Angeles counties. Notice that Los Angeles County's median home prices are much higher than the selected Antelope Valley locations shown in Figure 10.

Figure 10: Median Home Prices, 2000, 2010, 2020, and 2024, Current Dollars, As of October 2024
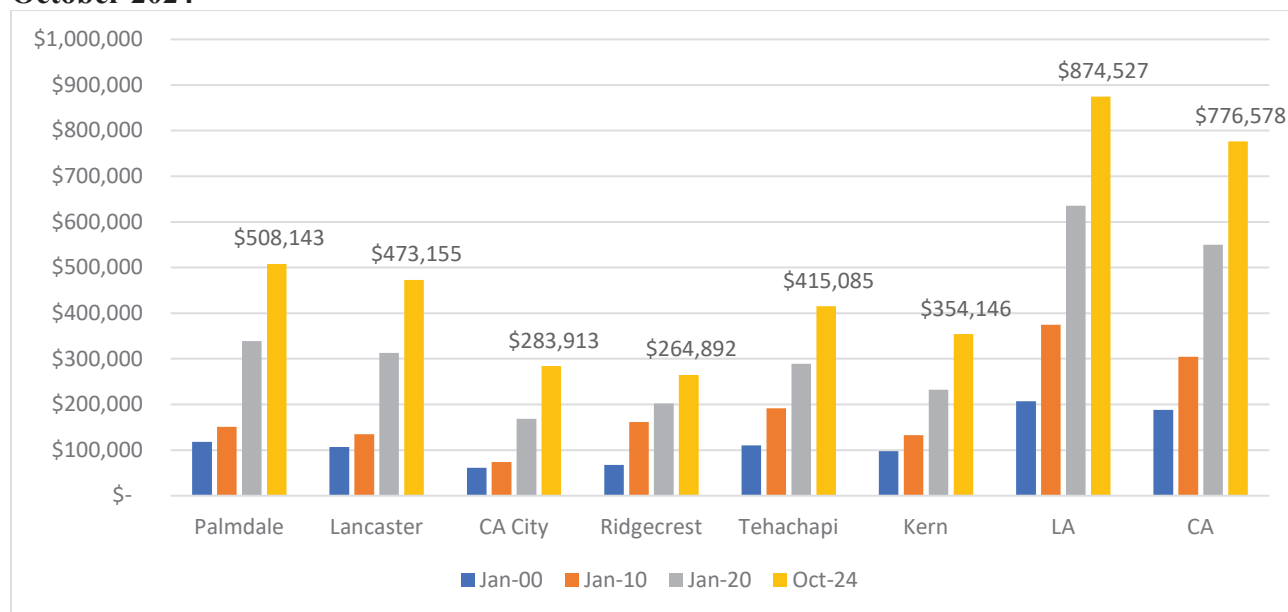
Source: Zillow™ Research, cities shown here are due to data limitations

Housing prices should be viewed regionally. A home priced at $500,000 may seem expensive and a quick jump up from just five years ago. However, as regional housing demand has increased, a limited supply of homes available for sale versus their demand is what drives home prices. Figure 11 shows the rental price evolution since August 2017 as a substitute and complement for purchasing a home.

Rental Prices

Figure 11 shows the slow and steady evolution in rental prices for the AV and the broader regions residents primarily serve. Norice, as of late 2024, Palmdale's median rental prices were slightly larger than those of Los Angeles County. Notice how Lancaster's rental prices have followed. These tight correlations show the regionality of rental markets and how the AV's population utilizes the AV as a place to live and Los Angeles County otherwise such that balance in terms of what renters are willing to pay is starting to be achieved.

Figure 11: Median Rental Prices, Selected the AV Cities and Counties and California, August 2017 to November 2024, Monthly
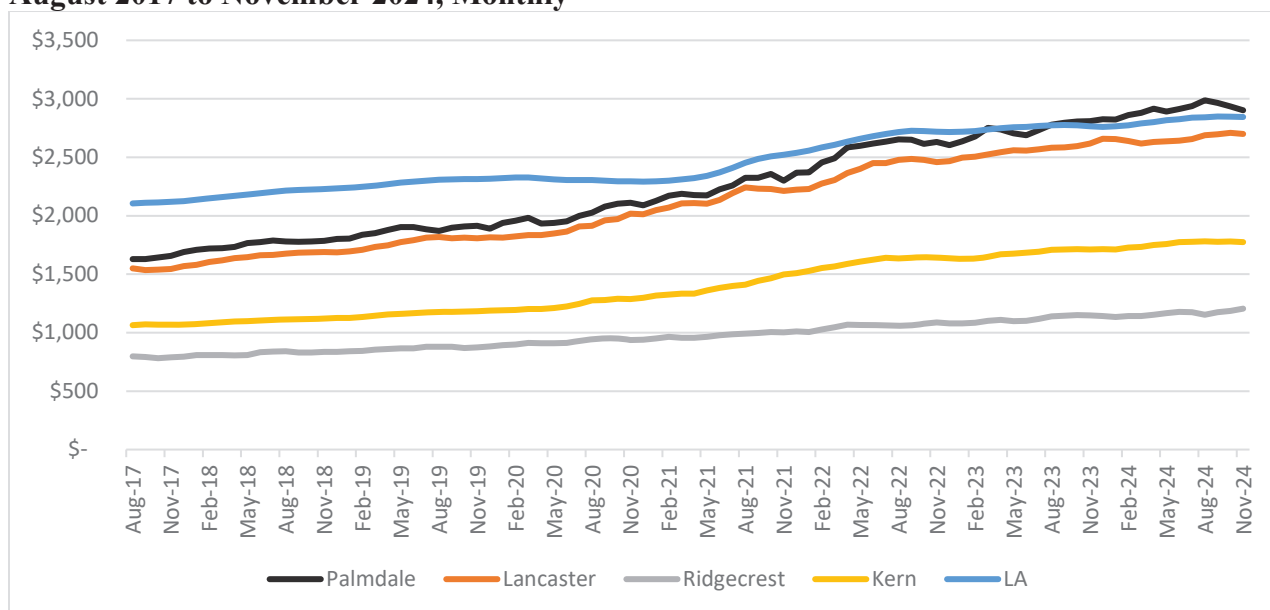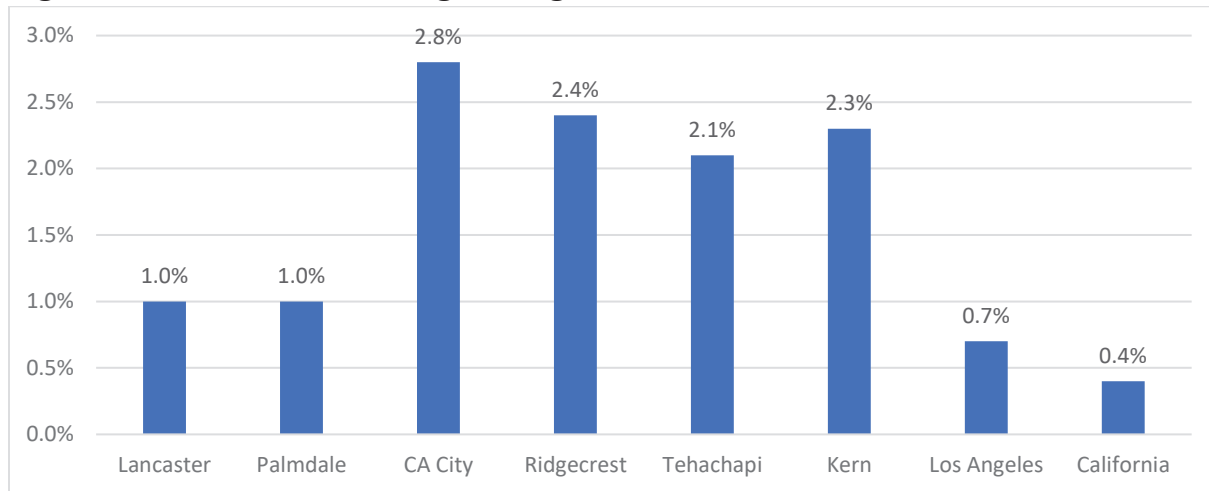

Source: Zillow™ Research, cities shown here are due to data limitations

Housing Forecasts

Housing forecasts tend to be one to two years maximum in length. Like any real estate market, labor-market conditions and interest rates tend to tell most of the forecast's outcome. For the AV, Figure 12 shows the median home price forecast for 2025 as of December 2024. This forecast is subject to change. With stable interest rates and no labor-market recession in the state or national economic forecasts for 2026, housing prices will likely remain relatively positive with slow price growth. As rents continue to increase, new housing units have demand waiting. The Los Angeles fires in early 2025 likely generated a tragic reason for rising housing demand in the AV's housing markets. Insurance costs may be one unexpected reason that the Los Angeles fires were created for reduced housing demand; developers will be watching insurance markets closely so as not to oversupply markets.

Figure 12: Forecasted Percentage Change in Median Home Price, Selected Areas, 2025

Source: Zillow™ Research, cities shown here are due to data limitations

Rental Burden

When a household pays more than 30 percent of its monthly income for housing, housing advocates suggest that it becomes "burdened" by the high proportion of household budgets spent on housing. This is especially true for rental housing, as the housing payment does not create capital investment, as happens with homeowners, who pay principal and interest on their ownership position while also getting a roof over their heads. Burden has stabilized as household incomes have increased since 2022 as inflation peaked and faded.

Figure 13: Percent of Renting Households with Rent Greater than 30% of Monthly Income, Selected Areas
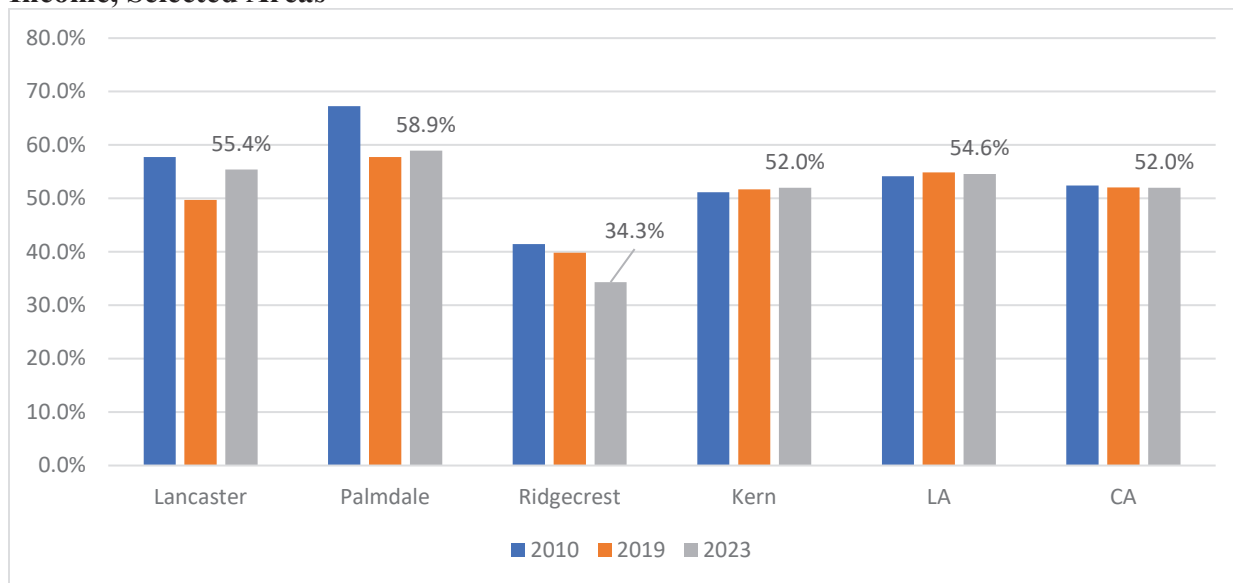
Source: Census Bureau, cities selected here are based on data limitations

Why these Housing Data are Important: Combining housing prices, more specifically the carrying cost of paying for a home, at the median level and median household income is a classic way to consider housing affordability. When affordability falls, generally this is due to housing prices rising faster than median household income. We saw in the previous section that median household income has been steadily rising in the cities that drive the AV's regional economy as well as Kern and Los Angeles counties. The recent shock of inflation needs to be considered also, as real median household incomes may erode against fixed monthly costs of principal, interest, insurance, and taxes. How housing prices evolve, both for purchase and for rent, can dictate how workers are willing to commute.

## Employment, Industry Mix and Labor Market Data

For workforce development, monitoring changes and communicating with industries that demand training program needs are critical parts of everyday operations. Economic development efforts can sell to new and expanding employers how the local industry mix is supported by workforce development and may also support supply chain integration regionally. The industry mix where local strengths exist, sometimes from one local employer that is very large and helps define other support industries that end up around the communities where the employer is located or where employees are located (Borax in Boron, Edwards Air Force Base across the AV, etc.). Figure 14 shows the industry mix for Palmdale and Lancaster in 2023, the latest official data from the Census Bureau matching local employers with the industries that hire workers.

Business Clusters and Employees

AV Edge provides data on the business mix regarding the number of employers by major industry. Watching this over time is essential for economic and workforce development efforts in three ways:

- It informs local leadership of where there are changes in employment;
- It informs regional workforce development about shifts in training that may be needed;
- It informs economic development where more resources may be needed and where new businesses can be found.

Figure 14: Industry Mix by Employment, Palmdale and Lancaster, 2023
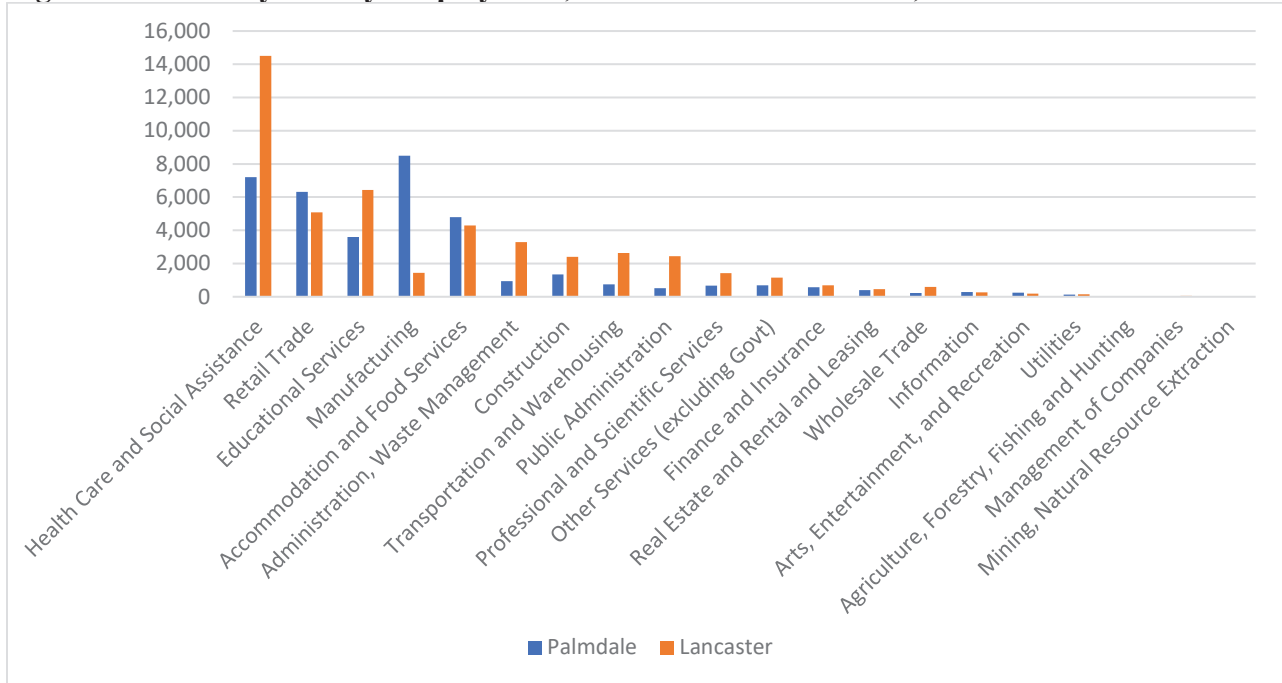
Source: Census Bureau (LEHD)

Many counties, cities, and regions consider what they do "best" when planning economic development activities. Geographic location and specific assets (natural resources available, state and federal government offices or installations as examples) can shape both the globally-facing and locally-serving employers that help identify the regional economy. Figure 15 shows this mix in 2024.

Figure 15: Number of Employers, Antelope Valley, 2024, Major Industry Clusters

Industry	Firms	Employees
Professional, Scientific, and Technical Services	194	632
Health Care and Social Services	152	4,705
Transportation and Warehousing: Oil/Petroleum Transportation	115	472
Arts, Sports, Entertainment, and Recreation	74	465
Real Estate and Rentals	62	197
Agriculture, Forestry, Fishing and Hunting	61	454
Advanced Manufacturing (Electronics and Machinery)	35	1,139
Education	26	91
Information	24	63
Manufacturing - Processed Food, Textiles, Clothing	10	181
Wholesalers	10	58
Transportation and Warehousing: Last-Mile Delivery	7	25
Cluster Totals	**770**	**8,482**

Source: the AV Edge, DataAxle (https://www.data-axle.com/)

> **Why Clusters are Important for Workforce Development**: Local industry clusters provide ways for local residents to move from one employer to a similar one and also take advantage of a local asset that make those employers more competitive globally.   "Traded" sectors are those that look outside the region for customers, normally science, aerospace, agriculture and manufacturing. Construction may be able to generate other markets. From there, "locally-serving" industries are pulled behind the traded industries' growth through rising wages from more income in the local area derived from outside.   Hospitality (hotels and restaurants) is a cluster that shares an internal and external customer base, but can provide additional tax revenue locally and provide entry-level jobs and choices to help balance to local economy. Attracting and retaining workers to serve across these industries is important for long-term economic stability and growth of local businesses, commercial real estate and housing markets.

Figure 16: Comparison of 2018 and 2024 Establishments in Antelope Valley

	2018	2024
Total	9,484	14,362
Ag/Natural Resources	70	77
Mining	10	13
Utilities	33	40
Construction	1,006	935
Manufacturing	224	348
Wholesale	211	298
Retail	1,487	1,699
Transportation/Warehousing	244	274
Information	135	230
Finance/Insurance	438	505
Real Estate/Equip Rental	529	751
Prof Services	747	1,055
Admin and Waste Services	434	431
Private Education	121	356
Healthcare	1,570	4,000
Arts and Entertainment	107	261
Hotels and Restaurants	1,204	1,019
Other Private Sector Services	914	2,070

Sources: Census Bureau and Data Axle provided by AV Edge

Let's now consider labor force data over time for the AV's local cities and towns and larger comparison areas, as well as California's performance overall.

Labor Force Data, Antelope Valley and Regional Areas

Figures 17 to 20 provide details on residents in the AV's communities. We show the latest data as of December 2024 on the labor force (local residents looking for work or currently working), employed residents, and the unemployment rate (percent of the labor force looking for work and not working).

Figure 17: December 2024 Labor Force Data, Seasonally Adjusted, the AV and Comparison Areas, Number of Workers or % of Labor Force (U Rate)

		Labor Force	Employment	U Rate
Kern County	**Place**	395,667	360,467	8.9%
	Boron	1,000	900	10.7%
	CA City	5,542	4,542	18.1%
	Inyokern	300	300	6.9%
	Mojave	1,600	1,475	8.7%
	North Edwards	500	400	11.9%
	Ridgecrest	13,992	13,433	3.9%
	Rosamond	8,908	8,067	9.6%
	Tehachapi	3,558	3,250	8.4%
Los Angeles County		5,045,483	4,757,683	5.7%
	Acton	3,183	3,083	2.6%
	Lake Los Angeles	4,017	3,742	6.9%
	Lancaster	64,150	59,117	7.8%
	Littlerock	400	400	9.6%
	Palmdale	62,442	57,625	7.7%
California		19,364,817	18,327,867	5.4%

Sources: California EDD and Bureau of Labor Statistics

Figure 18: Labor Force, 2010, 2019, 2024, Antelope Valley, Kern and Los Angeles Counties, and California, Residents that are Looking for Work or Working

		2010	2019	2024
Kern County	**Place**	372,242	388,175	395,667
	Boron	1,000	1,000	1,000
	CA City	5,658	5,375	5,542
	Inyokern	300	300	300
	Mojave	1,500	1,600	1,600
	North Edwards	500	500	500
	Ridgecrest	13,317	13,683	13,992
	Rosamond	8,442	8,750	8,908
	Tehachapi	3,350	3,492	3,558
Los Angeles County		4,940,675	5,148,575	5,045,483
	Acton	2,992	3,242	3,183
	Lake Los Angeles	4,000	4,083	4,017
	Lancaster	63,550	65,500	64,150
	Littlerock	400	400	400
	Palmdale	64,483	64,808	62,442
California		18,370,533	19,385,267	19,364,817

Sources: California EDD and Bureau of Labor Statistics

Figure 19: Residential Employment, 2010, 2019, 2024, Antelope Valley, Kern and Los Angeles Counties, and California, Portion of Labor Force

		2010	2019	2024
Kern County	**Place**	312,575	357,725	360,467
	Boron	800	900	900
	CA City	3,950	4,525	4,542
	Inyokern	300	300	300
	Mojave	1,275	1,500	1,475
	North Edwards	400	442	400
	Ridgecrest	11,858	13,258	13,433
	Rosamond	7,000	8,008	8,067
	Tehachapi	2,825	3,225	3,250
Los Angeles County		4,318,733	4,917,700	4,757,683
	Acton	2,792	3,142	3,083
	Lake Los Angeles	3,400	3,883	3,742
	Lancaster	54,692	61,217	59,117
	Littlerock	300	400	400
	Palmdale	53,833	60,792	57,625
California		16,078,458	18,589,542	18,327,867

Sources: California EDD and Bureau of Labor Statistics, living in the above areas and working

Figure 20: Unemployment Rates, 2010, 2019, 2024, Antelope Valley, Kern and Los Angeles Counties, and California, Percentage of Labor Force

		2010	2019	2024
Kern County	**Place**	16.0%	7.8%	8.9%
	Boron	18.9%	9.4%	10.7%
	CA City	30.1%	16.1%	18.1%
	Inyokern	12.6%	6.0%	6.9%
	Mojave	15.7%	7.7%	8.7%
	North Edwards	21.0%	10.6%	11.9%
	Ridgecrest	11.0%	2.9%	3.9%
	Rosamond	17.2%	8.5%	9.6%
	Tehachapi	15.2%	7.4%	8.4%
Los Angeles County		12.6%	4.5%	5.7%
	Acton	6.1%	2.1%	2.6%
	Lake Los Angeles	15.0%	5.4%	6.9%
	Lancaster	14.0%	6.5%	7.8%
	Littlerock	20.2%	7.6%	9.6%
	Palmdale	16.5%	6.2%	7.7%
California		12.5%	4.1%	5.4%

Sources: California EDD and Bureau of Labor Statistics

Why Labor Force Details are Important: Tracking these data help monitor what areas of Antelope Valley may need more workforce development resources than others, and also how other metrics, such as housing markets, may be changing as labor-force data suggest more or less employment opportunity for local residents.

Figures 21 and 22 show the evolution of the labor force data over time for selected areas in the AV, its region, and California overall. Notice that Kern County has seen a strong surge in the labor force after 2020.

Figure 21: Labor Force, Palmdale, Lancaster, Los Angeles and Kern Counties, and California, January 2010 to Dec 2024, Seasonally Adjusted, Index December 2019 = 100
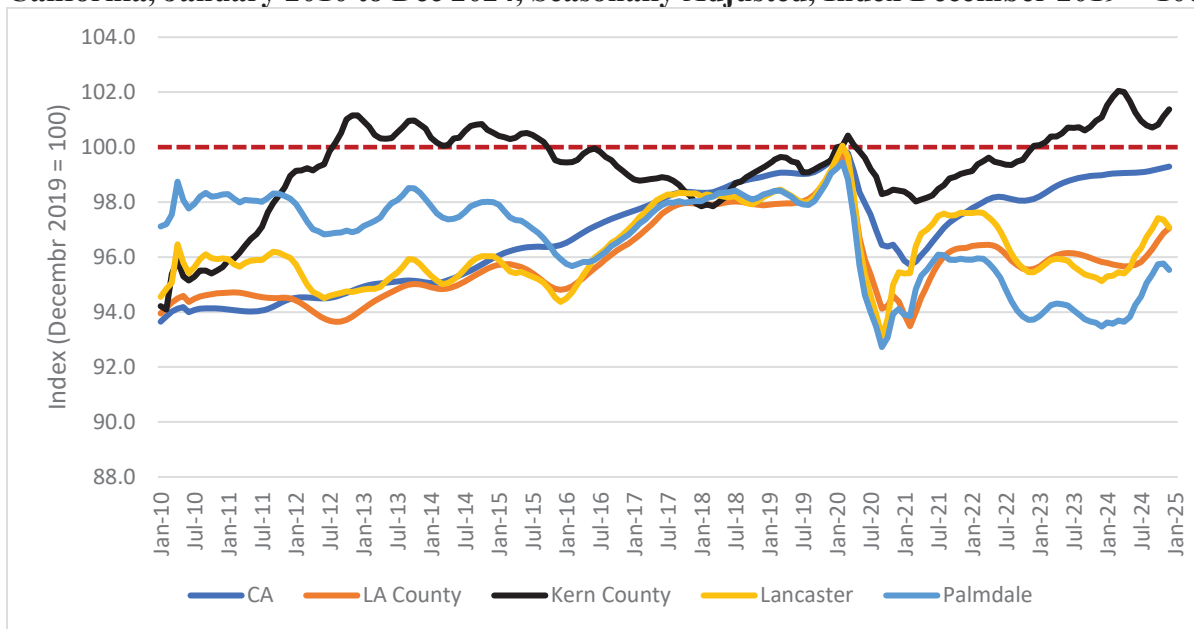
Source: California EDD

Figure 22: Employed Residents, Palmdale, Lancaster, Los Angeles and Kern Counties, and California, January 2010 to Dec 2024, Seasonally Adjusted, Index December 2019 = 100
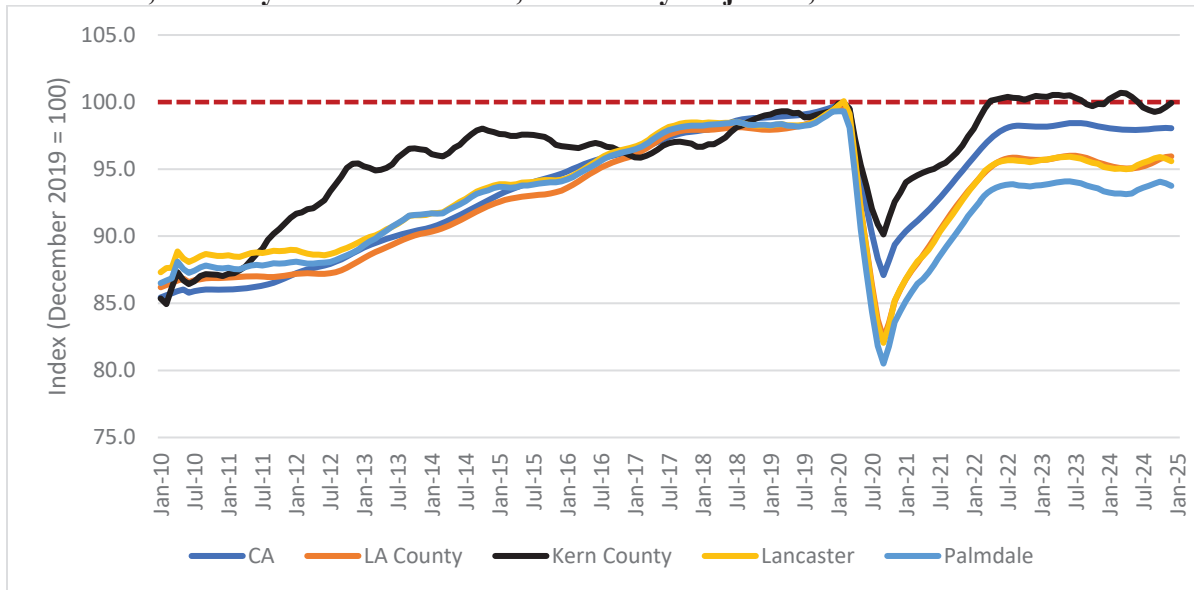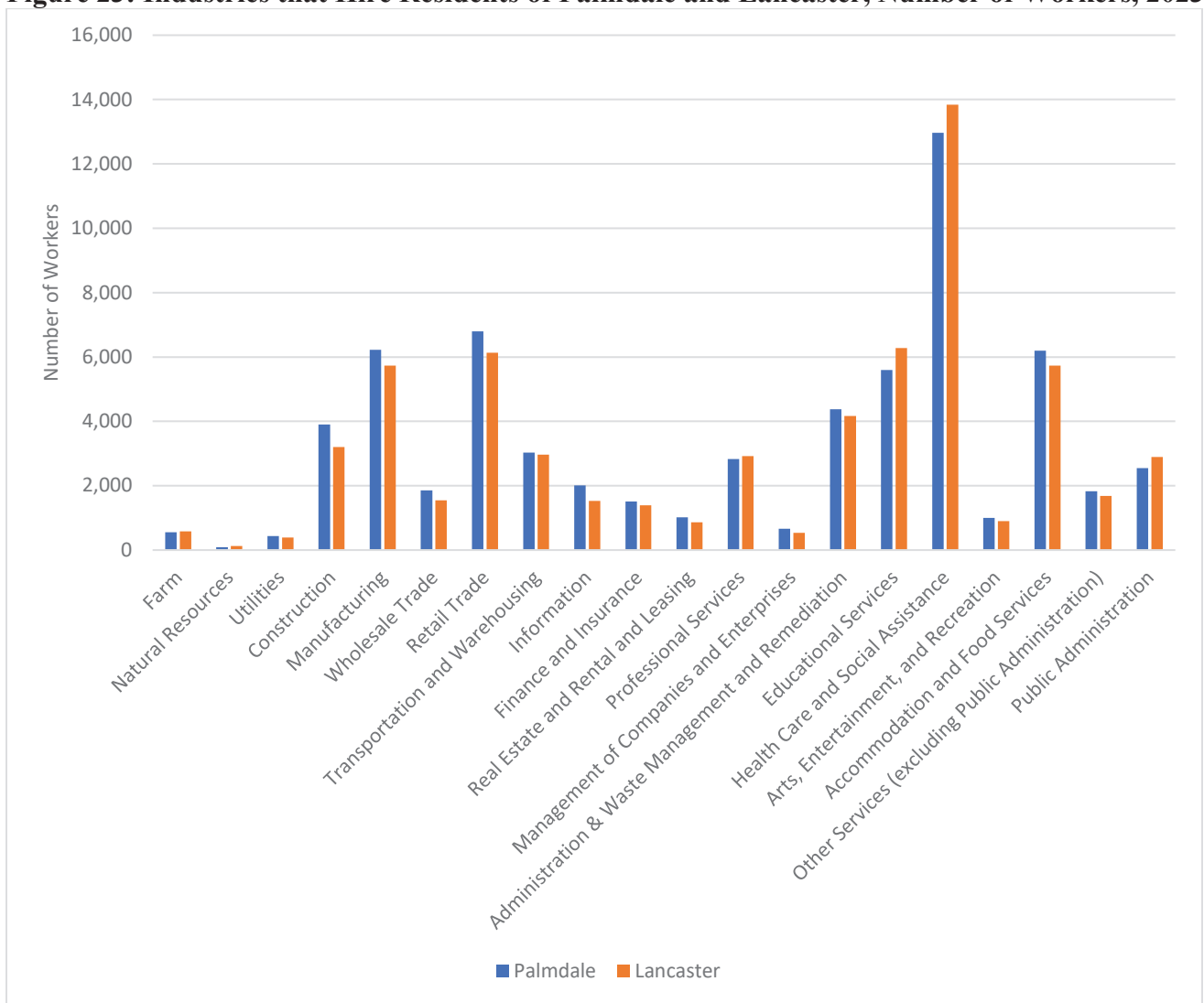

Source: California EDD

Local Residents: Employers

Local residents of Antelope Valley represent a local labor pool. Like other suburban areas of California, local residents are drawn toward higher-wage environments at the cost of commuting. The data below explore the industries in which the AV's residents are employed. We will also include recent data on median household incomes here and provide some comparisons. Commuting data show the flow of workers in and out of the AV. Figure 23 shows most residents of these two cities work in services where healthcare, education generally (including public education), retail, accommodation and food services (hotels and restaurants primarily), manufacturing, and construction are the primary industries for local residents.

**Figure 23: Industries that Hire Residents of Palmdale and Lancaster, Number of Workers, 2023**

Sources: Census Bureau, California EDD

Hiring by Local Employers by Industry

Alongside what residents do for work are the industries in the AV and their growth pattern in hiring. Local wage levels are shown by the major industry sector below and the major occupational category. For AV, there is competition with employers in the Greater Los Angeles area and Kern County; our comparisons are also to California on average. Growth sectors suggest where the AV has strengths: energy generation, private-sector education, healthcare, professional services, and government at all levels. Figure 24 also has forecasted growth, a blend of the current industry mix from the AV's recent past and Kern and Los Angeles counties' forecasts for job growth overall.

Figure 24: Percentage Change in Hiring, Employers by Industry Located in AV, 2019-2023 and Forecasted Change from 2023 to 2028.
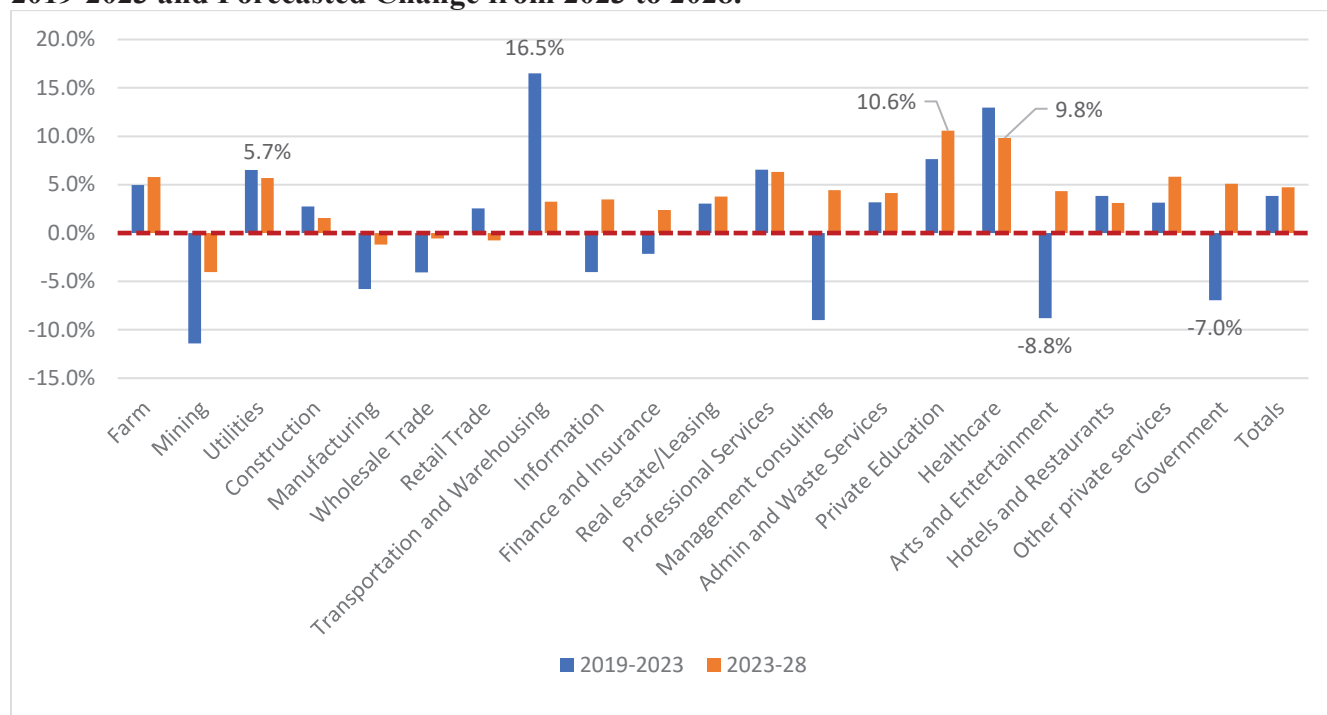

Sources: Census Bureau, IMPLAN®, California EDD, California Department of Finance, Zipcode data defined Antelope Valley from 2019 to 2023

Taxable Sales and Mix

Retail services and tracking sales provide three major perspectives for local economies. First, they show how local workers, visitors, and commuters spend their income on local merchants compared to other areas. Second, they show if gaps in demand may be lost to different places because of a lack of retail breadth. Third, they show where more hiring may occur for entry-level work, though jobs may vary across classifications and occupations within the retail space. More broadly, some local cities and counties rely on sales tax revenues as a large part of their budgets; changes in taxable sales can also help foresee how

current and future sales tax initiatives that may help local workers or continue to support communities are progressing.   Figure 25 shows those changes in one fiscal year as of June 2024.

Figure 25: Taxable Sales, Fiscal Year 2023-24 Compared to Fiscal Year 2022-23, % Change, Selected Retail Industries, Current Dollars, Selected Areas
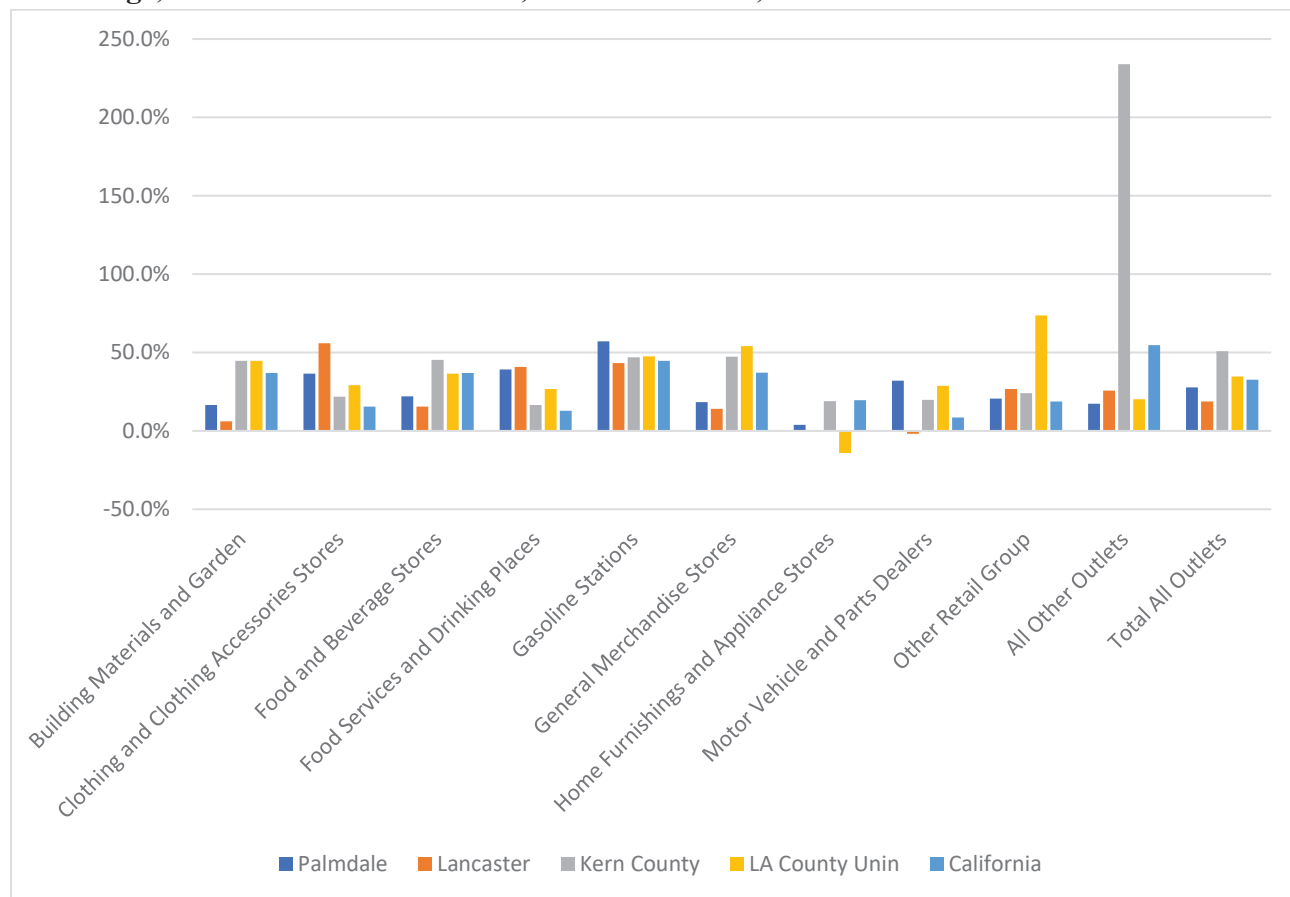
Source: California Department of Tax and Fee Administration. Note: Palmdale and Lancaster are included here only due to the best data consistency among the incorporated cities in the AV; Fiscal Year is July 1 to June 30

Retail leakage is generally a concern for economic development and local municipalities. However, retail placement and expansion are a function of many different characteristics. Palmdale and Lancaster have generated roughly the identical amounts of taxable sales per year since 2015; the following categories of retail or restaurants are the majority of those taxable sales:

- Motor vehicle sales
- Restaurants
- General merchandise stores, including department stores
- Gasoline Stations

An important thing to remember about taxable sales is that these are nominal or unadjusted amounts based on inflation. As these sales rise due to inflation, local businesses may be unable to

generate additional gains against increasing costs. Local costs of living can also create higher wage demands and are regional in scope.

Cost of Living Estimates

Measuring the cost of living comes from two sources at the local level. The first is the Bureau of Labor Statistics (BLS) estimate for the Los Angeles Core Based Statistical Area (CBSA), which includes Los Angeles and Orange counties. San Bernardino is not covered by the data shown in Figure 25.

Figure 26: US, California, and Los Angeles CBSA Consumer Price Index (CPI), 2000 to 2028 (Forecasted), Index 2017 = 100, All Items
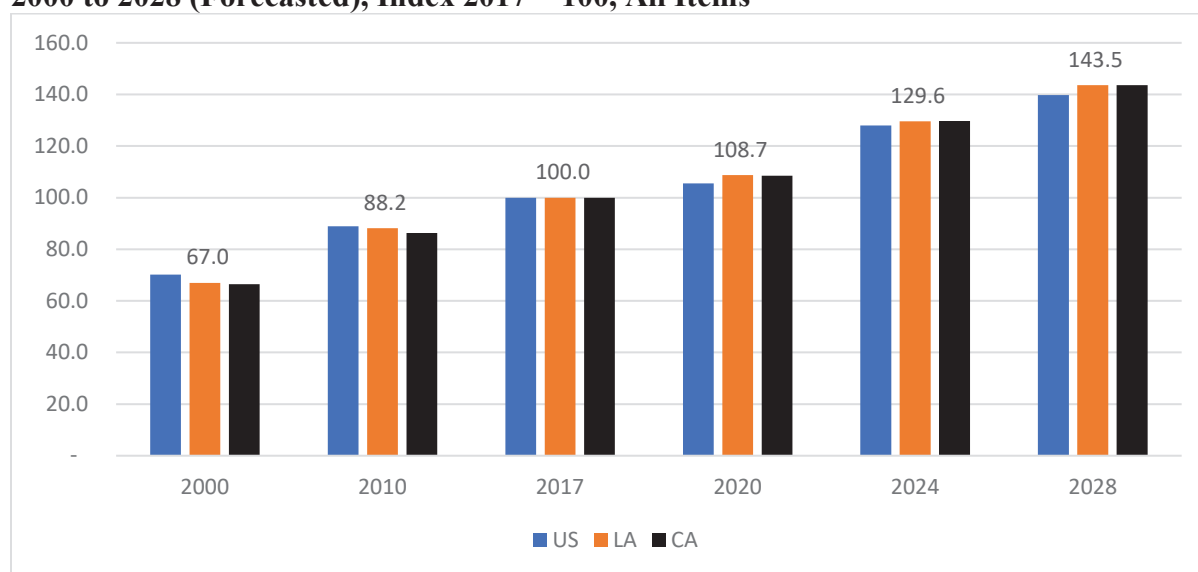
Source: Bureau of Labor Statistics and California Department of Finance

Figure 27 shows a similar perspective on the local cost of living using what is known as the gross product deflator (GP Deflator) from 2005 to 2023 using selected years. The GP deflator measures the price growth of all goods and services using income growth from producing goods and services and how many units those incomes purchase. The overall cost of goods and services changes from the same number of units purchased, which is the GP deflator or how we "deflate" the current value of incomes to adjust for inflation or purchasing power. It is highly related to consumer price index measures of inflation. While there are no explicit cost-of-living data in terms of a regional price index for the AV, the broader region's price levels are meant to describe the AV. As prices rise in Los Angeles or Kern counties, changing costs ripple out to the AV's merchants and residents, pressuring local costs to change as well.

Figure 27: Gross Product Deflators, Kern and Los Angeles counties, California and US, 2005 to 2023, 2017 = 100
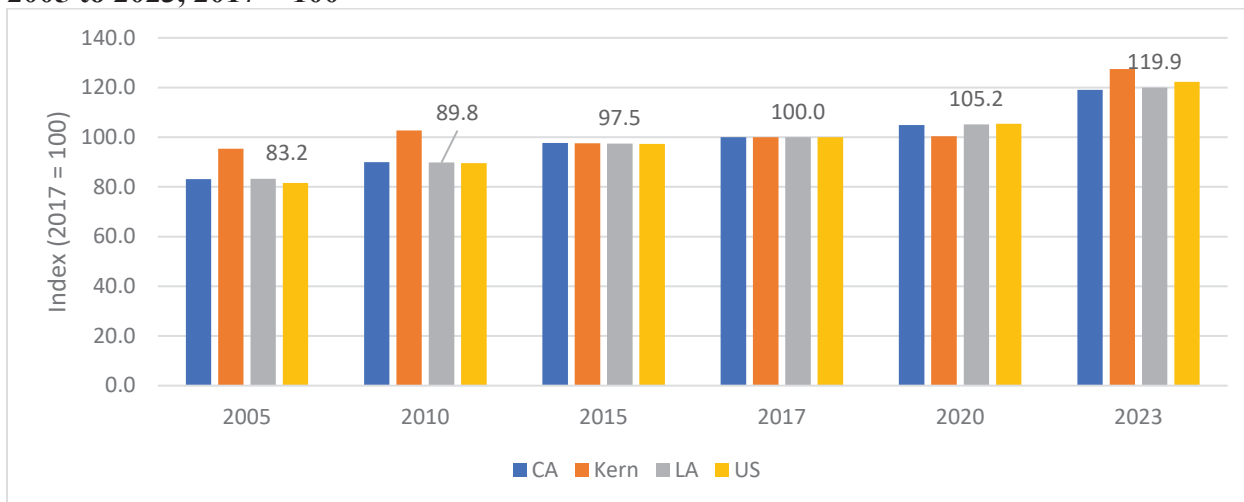
Source: Bureau of Economic Analysis and Author's Calculations

These data are important because workers watch local costs, from housing to eggs, regarding their wage demands, job searches, willingness to commute, and ability to remain local.

Regional Wages

Wages are closely tied to local cost of living, but wages are not only driven by local inflation and shifts in housing costs. Each local area is a small labor-market island that interacts with other regions. There is a natural link among local housing, local industry mix, local cost of living, the number of available workers, and regional employment opportunities concerning wages. Because of recent inflation (2021 to 2023), it is essential to consider wages in terms of purchasing power. Figure 29 shows the wages from Figure 28 in those terms using the California Department of Finance's statewide CPI to normalize prices to 2019 dollars. In Figure 28, there has been a slow but steady wage increase in current dollars. The shock of inflation can be seen in Figure 28.

> **Why Considering Regional Wages is Important**: Wages are reported by "workforce region" in California because labor markets are regional. As local residents consider where they live, they also consider where they work in terms of commuting and how wages provide purchasing power considering commuting cost. Because of the AV's location, local residents commute locally and also to Kern and Los Angeles counties; as the data in Figures 19 and 20 show, these labor markets pay different wages.

Figure 28: Wages, Selected Areas, Current Dollars
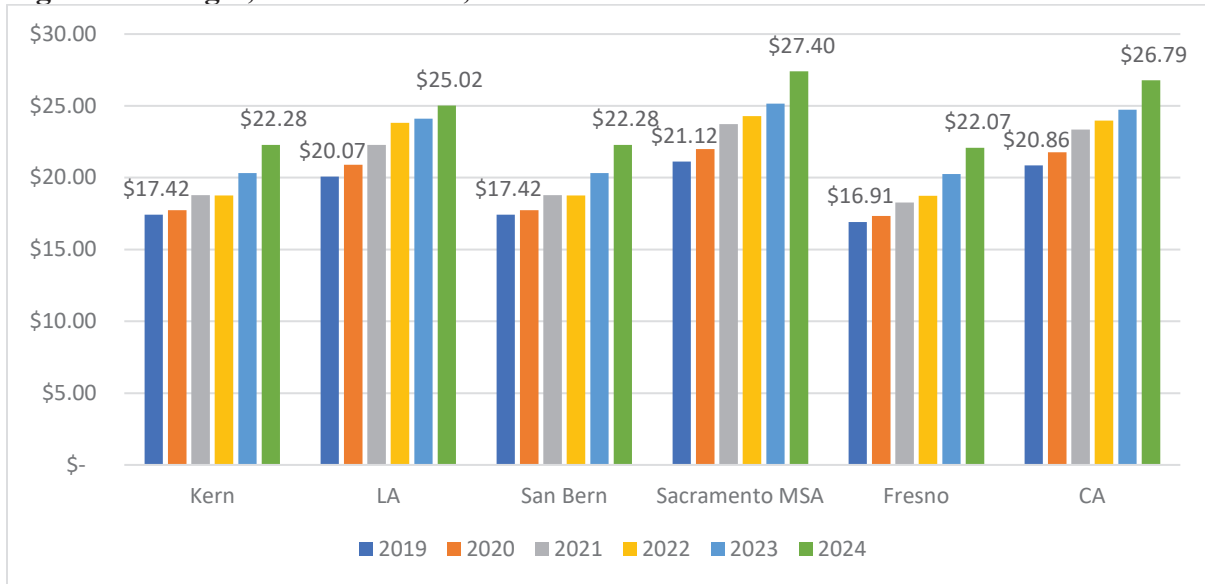
Sources: California EDD and Bureau of Labor Statistics

Figure 29: Median Wages, Selected Areas, 2019 Dollars


Sources: California EDD and Bureau of Labor Statistics

Wages, like home prices, rents and consumer prices, also see regional pressure from more concentrated population and commercial areas out to more suburban and rural areas due to commuting and general travel among regional cities and towns. The above data are reflective of similar pressures in the AV for regional employers and employees.

Jobs Forecasts to 2030: Antelope Valley and Regional Trends

Forecasts for Antelope Valley exist from private-sector consultancies that aggregate data and then attempt to consider industry and occupational demand for areas down to the zip code level.   We only have official data for Antelope Valley's cities and zipcodes through 2023 (with details on specific industries to 2022). However, we see below that those data from 2010 to 2022 provide a foundation for linking how Antelope Valley and its labor markets have evolved alongside larger neighbors (Kern County and Los Angeles County otherwise) to consider what may be coming. Kern and Los Angeles counties have forecasts from two different sources for industry employment (California Department of Finance, California EDD, and CalTrans all have forecasts) and occupations demand (California EDD). Figure 30 shows how major industry classifications correlate in the AV's comparison areas. Figure 31 shows a forecast for the main comparison areas, where Palmdale, Lancaster, and Ridgecrest are the main labor-market areas regarding local jobs in the AV.   The critical outcome for any of these areas is growth: we want information on what industries are more likely to grow than others to help guide new programs or where local education and training resources should focus their efforts to support the change that is coming.

**Figure 30: Local Hiring for Antelope Valley, Kern and Los Angeles Counties, and California, Percent Change in Employed Workers, Percent Change 2010 to 2023**
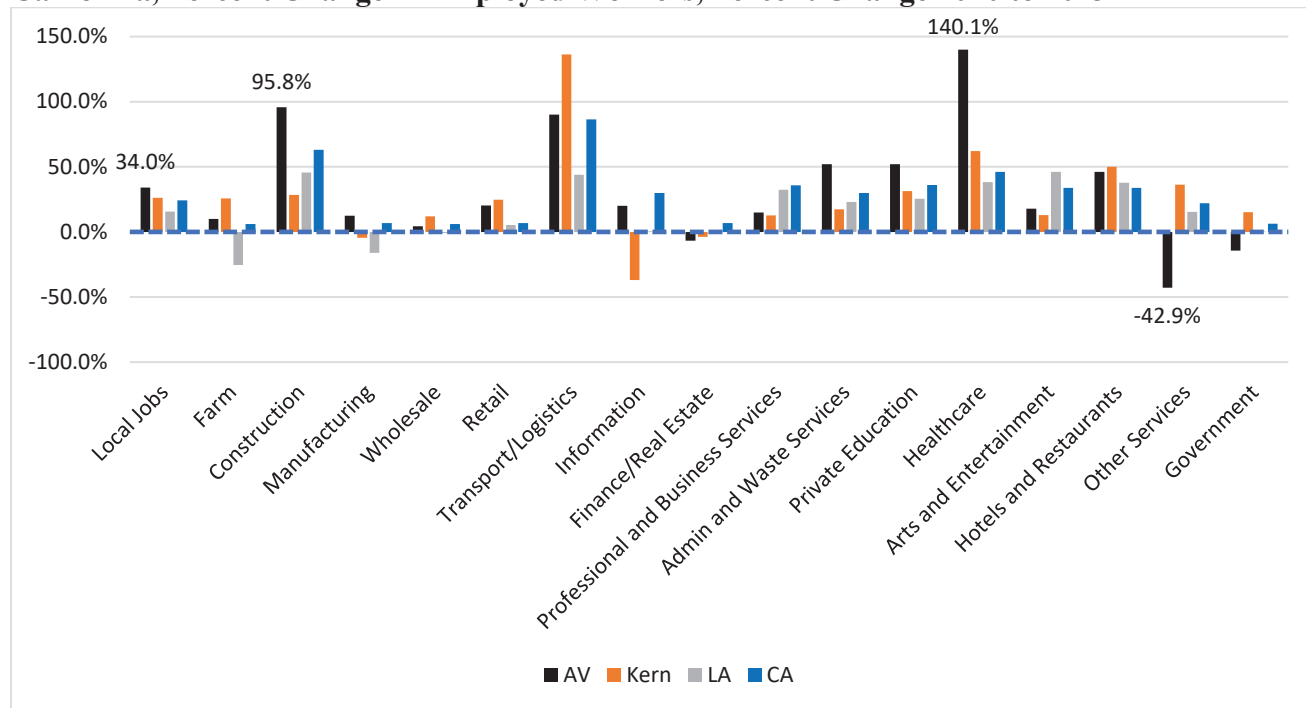
Sources: Census Bureau, California EDD, California Department of Finance

From 2023 to 2028, the current forecasts suggest slow and steady growth of employment demand across most of the major industries. Figure 31 shows that forecast.

Figure 31: Local Hiring Forecast 2023 to 2030, Antelope Valley, Kern and Los Angeles counties, and California, Percent Change in Employed Workers, Status Quo
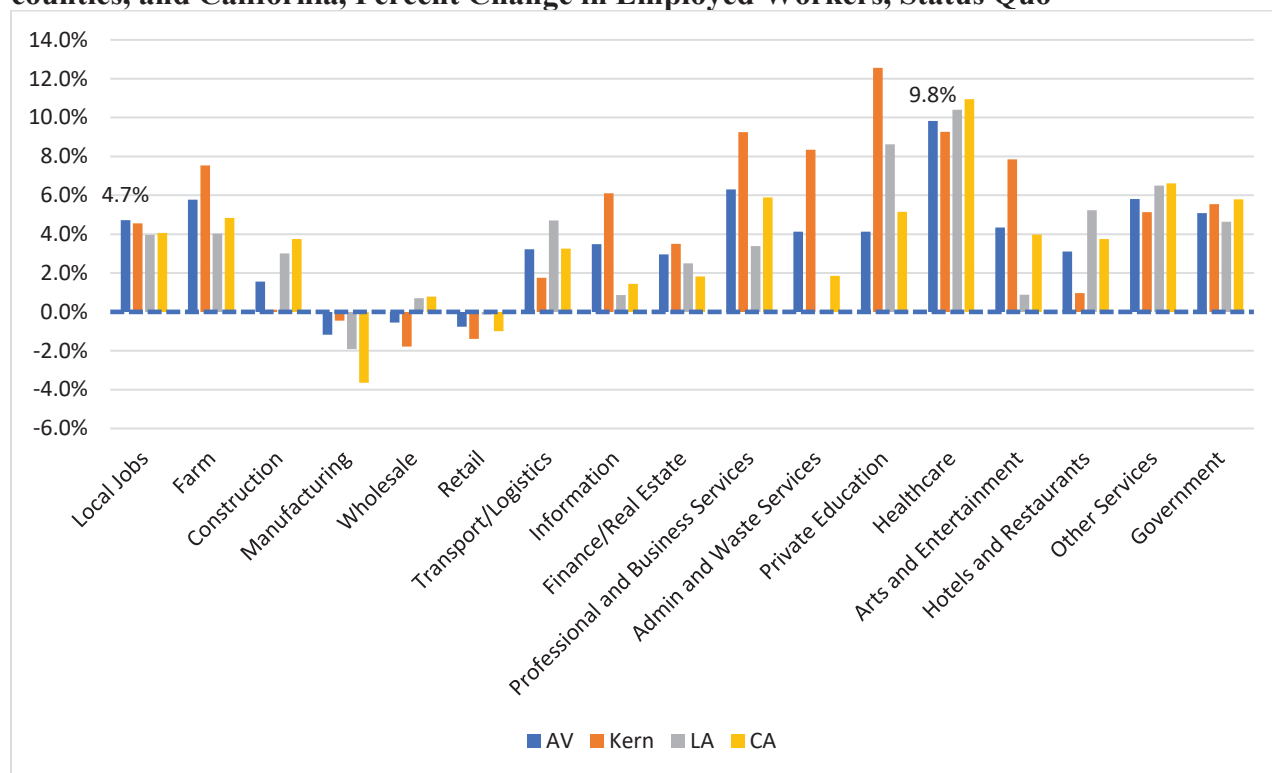
Sources: Census Bureau, California EDD, California Department of Finance, as of 2024

> **Why These Forecasts are Important:** The status-quo forecasts show that if nothing else changes, this is the most likely outcome for hiring workers. These data reveal the local economic and workforce development, where strengths exist in the AV regional economy, and where more resources may need to be directed. These data should be considered planning tools.

Commuting

Commuting is a large part of any worker's life, mainly when employers are concentrated some distance away from home. Antelope Valley's location is somewhat isolated from the remainder of Los Angeles County regarding Palmdale and Lancaster. Still, many local residents access the greater Los Angeles area for jobs and lifestyle. When commuting outside the AV for employment, Kern and Los Angeles counties are the primary places the AV residents work. In Figure 32, the AV residents have been expanding outbound commuting since 2010 (more negative or "outbound" workers in Figure 32). Still, this outbound movement has reversed slightly since 2020, likely due to work-from-home options. Figure 33 shows the slow growth since 2019 across all categories of commuting workers.

Figure 32: Net Outbound Commuting, % of Local Working Residents, 2010 to 2022, Selected Areas, Annual % of Total
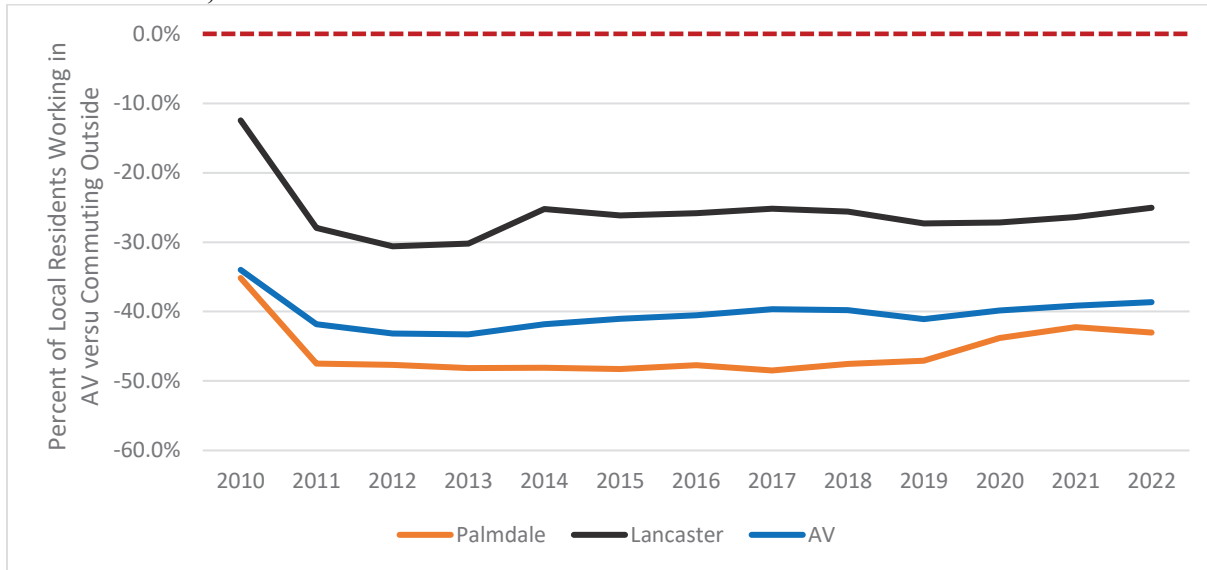
Source: Census Bureau (LEHD), a negative number means more outbound commuting than working in the AV

Figure 33: Summary Data on Commuting, Inbound and Outbound Workers, 2010 to 2022, 2019 = 100

	2010	2022
Living in the AV but Employed Outside	77.1	101.0
Both Employed and Living in AV	78.2	104.5
Employed in the AV but Living Outside	98.4	109.0
Employed in AV	86.9	106.4

Source: Census Bureau (LEHD), 2022, are the latest data

Working From Home

An economic, community, and workforce development change that the pandemic accelerated is work-from-home flexibility for employees. Not all industries can easily have their employees working from home. However, as shown in Figure 34, a general move in that direction began after 2019 and increased quickly. One of the key questions looking toward 2030 is whether those work-from-home options will remain, including self-employed workers.

Figure 34: Work From Home, % of Local Residents with Employment, the AV and Comparison Areas, 2019 and 2023
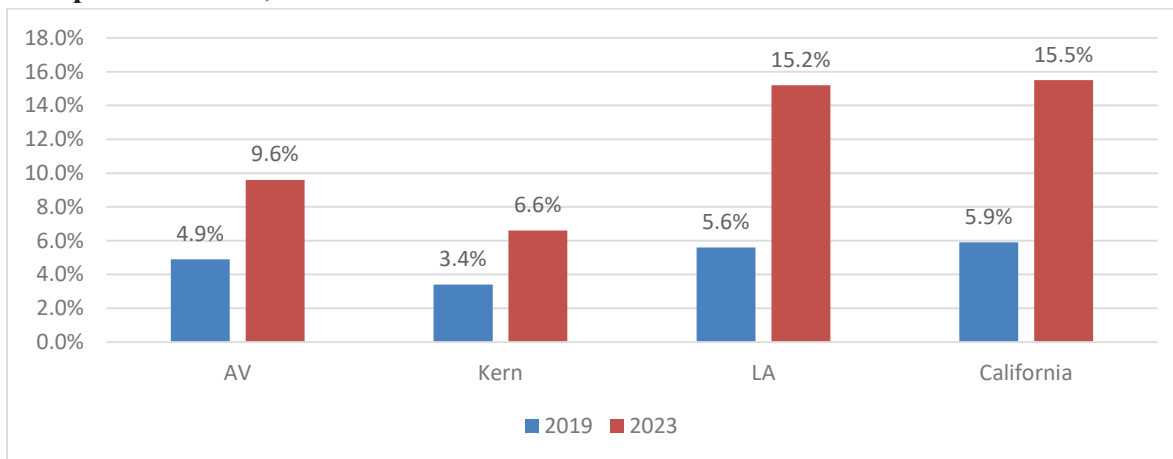
Source: Census Bureau, data based on zip code level data in the AV.

Education

When considering locating a business, a branch, or expanding employment, business owners and corporate site selectors consider the local population and its education level, as well as metrics concerning local public schools and their ability to graduate students and prepare them for university study. From manufacturing to retail, employers considering an expansion of hiring want to locate where there is an educated workforce to hire or to market to as customers. Figure 35 shows the mix of students by grade-level categories in 2019 and 2023.

Figure 35: School Attendance Mix, Selected Areas, Pre-K to 12 Grade, the AV's Residents between 3 and 18 years old, 2019 and 2023
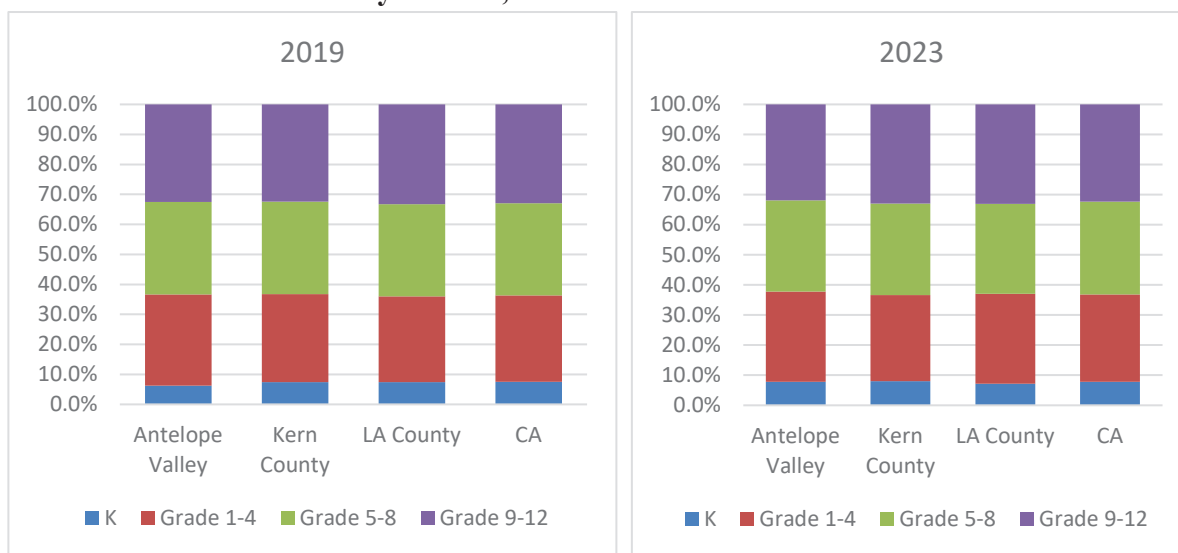
Source: Census Bureau and Author's Calculations

Ethnicity of K-12 Students, Graduation Rates, CSU/UC Ready Graduates

The diversity of public-school students (including charter schools) tells a story about the diversity of communities and local residents to become the local labor force. Workforce development efforts are tied to high-school and K-8 programs to prepare students for careers and college. Figures 36 and 37 show how the students in Figure 27 showcase that diversity in Antelope Valley.

Figure 36: School Attendance Mix by Ethnicity, Selected Areas, Pre-K to 12 Grade, residents between 3 and 18 years old, 2019-20 Academic Year

	American Indian/ Alaska Native	Asian or Pacific Islander	Hispanic	Black or African American	White	Nat. Hawaiian/ Other Pacific Isl.	Two or More Races	Totals (% BIPOC)
Mojave	11	24	1,333	860	441	11	142	2,822 (84.4%)
Muroc Joint	9	49	537	134	805	13	233	1,780 (54.8%)
Sierra Sands	60	226	1,468	270	2,934	32	195	5,185 (43.4%)
Southern Kern	15	55	2,018	344	925	9	156	3,522 (73.7%)
Tehachapi	27	68	1,447	63	2,543	8	80	4,236 (40.0%)
Totals Kern County in the AV	122	422	6,803	1,671	7,648	73	806	17,545 (56.4%)
Acton/Agua Dulce	6	11	462	12	518	2	31	1,042 (50.3%)
Antelope Valley	55	586	14,006	3,591	2,505	23	990	21,756 (88.5%)
Eastside Union	42	10,156	10,011	438	1,204	150	575	22,576 (94.7%)
Hughes/Elizabeth Lakes	-	-	54	3	117	-	5	0,179 (34.6%)
Lancaster Elementary	68	326	7,790	3,996	1,506	30	616	14,332 (89.5%)
Palmdale Elementary	9	45	1,943	112	172	6	64	2,351 (92.7%)
Palmdale Aerospace Elementary	114	240	13,890	2,766	860	47	312	18,229 (95.3%)
Westside Union	22	351	4,720	1,023	3,011	9	550	9,686 (68.9%)
Wilsona	15	2	924	88	154	-	48	1,231 (87.5%)
Totals Los Angeles County in the AV	334	11,721	54,908	12,236	10,234	270	3,265	92,968 (89.0%)
Kern County	990	4,785	129,945	10,764	44,193	3,012	5,221	198,910 (77.7%)
Los Angeles County	2,835	111,841	940,398	103,205	196,504	35,291	46,448	1,436,522 (86.3%)
California	30,282	575,067	3,381,198	324,496	1,381,737	173,696	296,525	6,163,001 (77.5%)

Sources: California Department of Education, National Center for Education Statistics

Data on graduation rates (Figures 36 to 38 tell two stories that are opportunities for local workforce development: (1) how students are choosing local work opportunities versus continuing toward their education and (2) the number of local residents that may need to complete their high-school diploma later in life versus some other type of training. On the positive side, these data suggest local school districts trying to increase graduation rates. This can also lead to more students prepared for higher education at California State University and University of California campuses, specifically, and for community colleges and private universities. Figure 37 shows these data, comparing pre-pandemic to the latest data as of the academic year 2023-24. Figure 38 extends the data in Figure 37 to break down major ethnicity categories for the same academic years and the same comparison areas.

Figure 37: School Attendance Mix by Ethnicity, Selected Areas, Pre-K to 12 Grade, residents between 3 and 18 years old, 2023-24 Academic Year

	American Indian/ Alaska Native	Asian or Asian/ Pacific Islander	Hispanic	Black or African American	White	Nat. Hawaiian or Other Pacific Isl.	Two or More Races	Totals (% BIPOC)
Mojave	12	33	1,487	749	349	9	200	2,839 (87.7%)
Muroc Joint	5	55	633	136	632	8	330	1,799 (64.9%)
Sierra Sands	55	177	1,673	375	2,488	32	311	5,111 (51.3%)
Southern Kern	10	57	2,368	313	735	4	192	3,679 (80.0%)
Tehachapi	21	50	1,653	52	2,243	9	189	4,217 (46.8%)
Totals Kern County in the AV	103	372	7,814	1,625	6,447	62	1,222	17,645 (63.5%)
Acton/Agua Dulce	3	18	584	18	371	-	26	1,020 (63.6%)
Antelope Valley	52	517	14,696	3,535	1,957	34	945	21,736 (91.0%)
Eastside Union	47	8,734	9,631	363	960	113	612	20,460 (95.3%)
Hughes/Elizabeth Lakes	-	-	20	1	23	-	4	0,048 (52.1%)
Lancaster Elementary	263	383	3,391	3,899	4,838	133	923	13,830 (65.0%)
Palmdale Elementary	9	71	1,864	122	104	2	39	2,211 (95.3%)
Palmdale Aerospace Elementary	164	191	13,971	2,490	694	38	387	17,935 (96.1%)
Westside Union	22	347	5,126	960	2,081	10	592	9,138 (77.2%)
Wilsona	8	2	1,032	92	101	-	22	1,257 (92.0%)
Totals Los Angeles County in the AV	568	10,263	50,315	11,480	11,129	330	3,550	87,635 (87.3%)
Kern County	761	5,082	136,047	9,825	37,865	2,615	6,120	198,315 (80.9%)
Los Angeles County	2,248	104,049	845,723	88,638	169,201	30,170	58,031	1,298,060 (86.9%)
California	25,424	576,459	3,275,030	287,380	1,183,450	153,860	336,087	5,837,690 (79.7%)

Sources: California Department of Education, National Center for Education Statistics

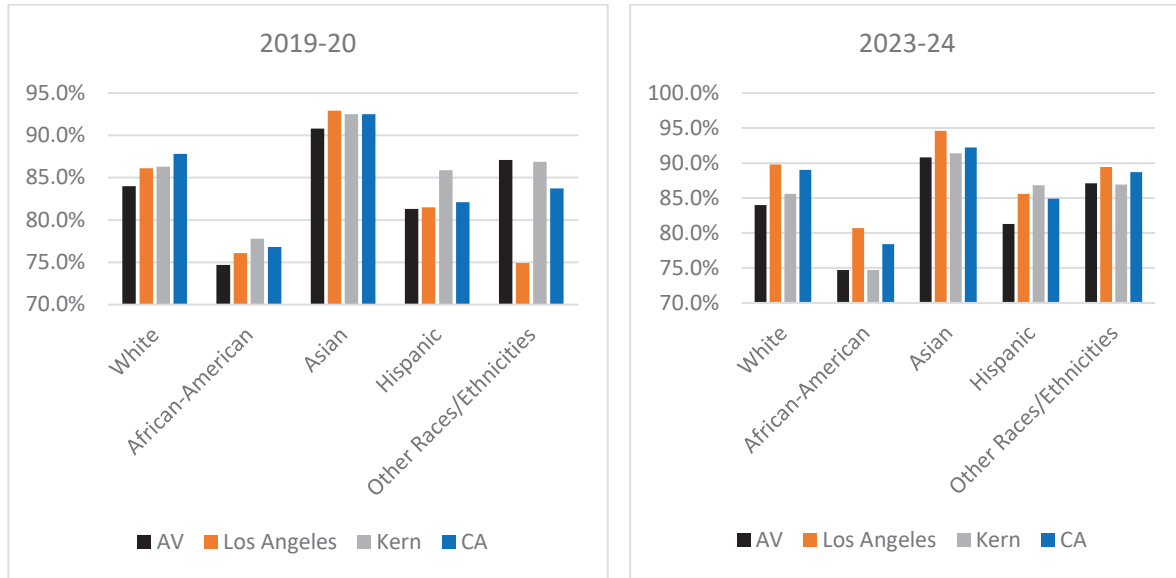**Figure 38: Graduation Rates (Four-Year Cohort Outcomes), the AV, Kern and Los Angeles Counties, California**
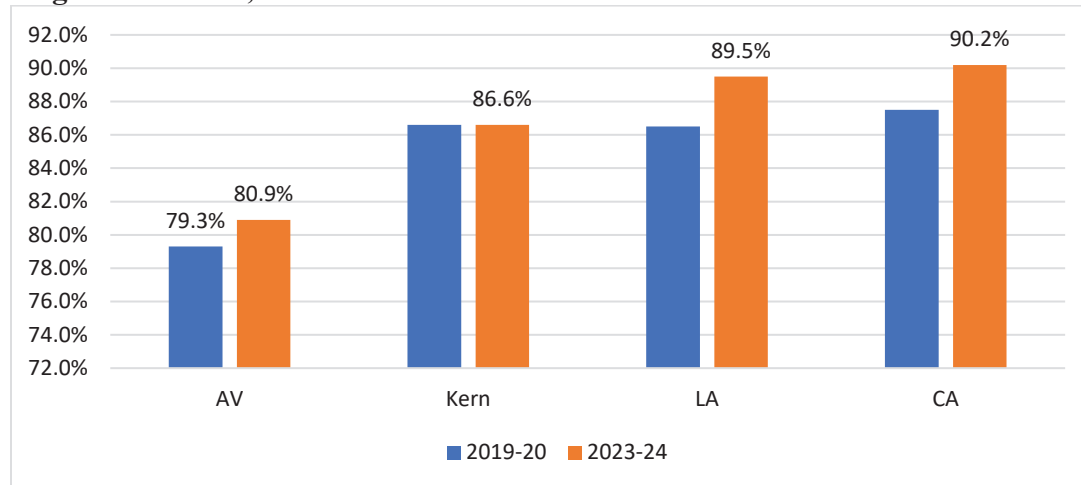
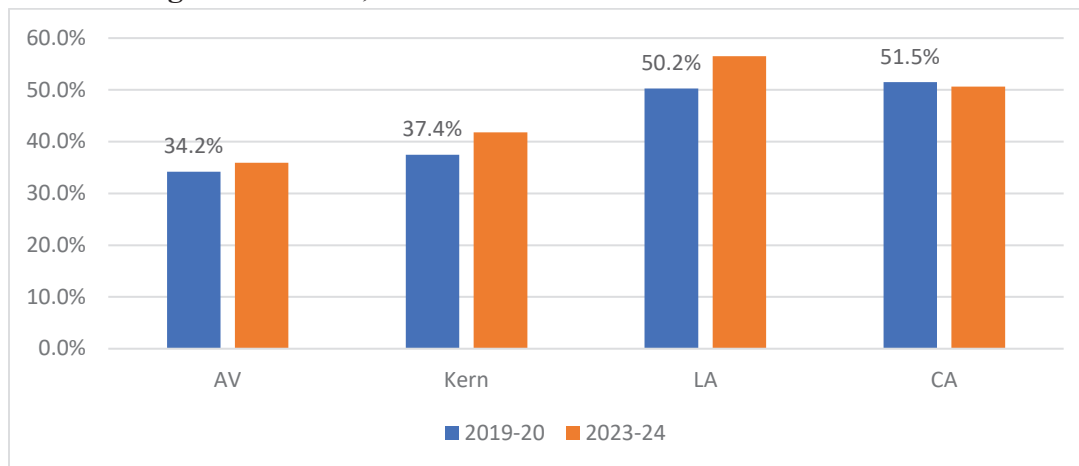Source: California Department of Education

Figure 39: Graduation Rates (Four-Year Cohort Outcomes), the AV, Kern and Los Angeles Counties, California, By Race/Ethnicity

Source: California Department of Education

A metric used for both how local schools are preparing local children for university work and the local population's demand for community college programs as portals to California State University (CSU) or University of California (UC) admission is the percentage of graduates that are CSU/UC Ready in California. This is a subset of the number of graduates; notice how the AV high schools compare over time and in comparison areas. The AV is slightly lower than Kern County (which is the better comparison given the size and demographics of Los Angeles County) but is rising. Figure 40 is a sign of improvement.

Figure 40: CSU/UC Ready Graduates (Four-Year Cohort Outcomes), the AV, Kern and Los Angeles Counties, California

Source: California Department of Education, data before the 2016-17 academic year used a different methodology.

Educational Attainment

How educated the local population is can affect business attraction, retention, and expansion efforts. Community college programs may shift to help local employers, but those with more education may commute to places with more jobs to match skills. Figures 41 and 42 show that the change from 2010 to 2023

Figure 41: Educational Attainment, Palmdale, Lancaster, Ridgecrest, Kern County and California, 2010
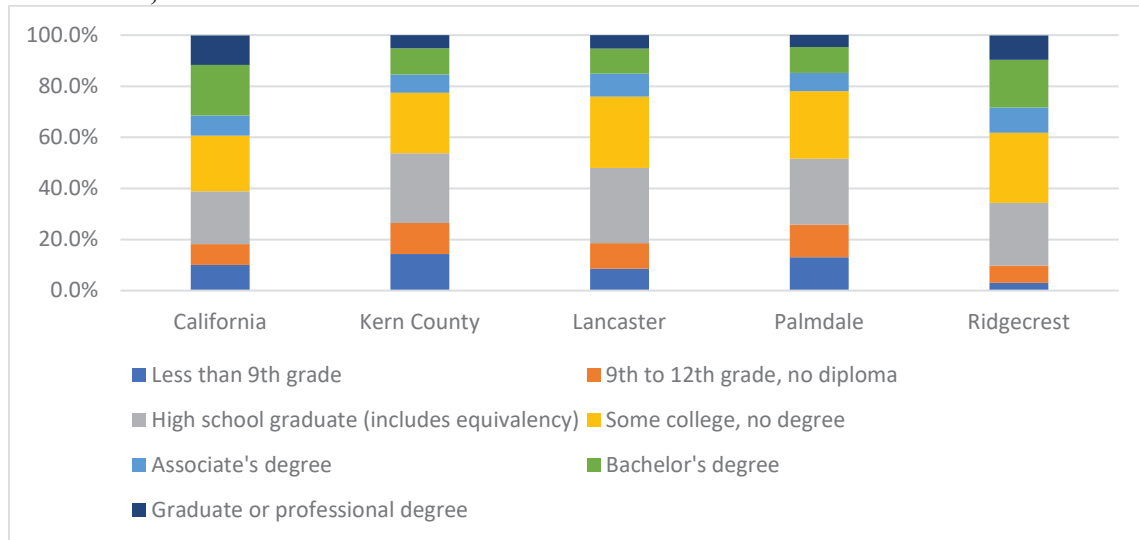
Source: Census Bureau, selected areas due to data limitations

Figure 42: Educational Attainment, Palmdale, Lancaster, Ridgecrest, Kern County and California, 2023
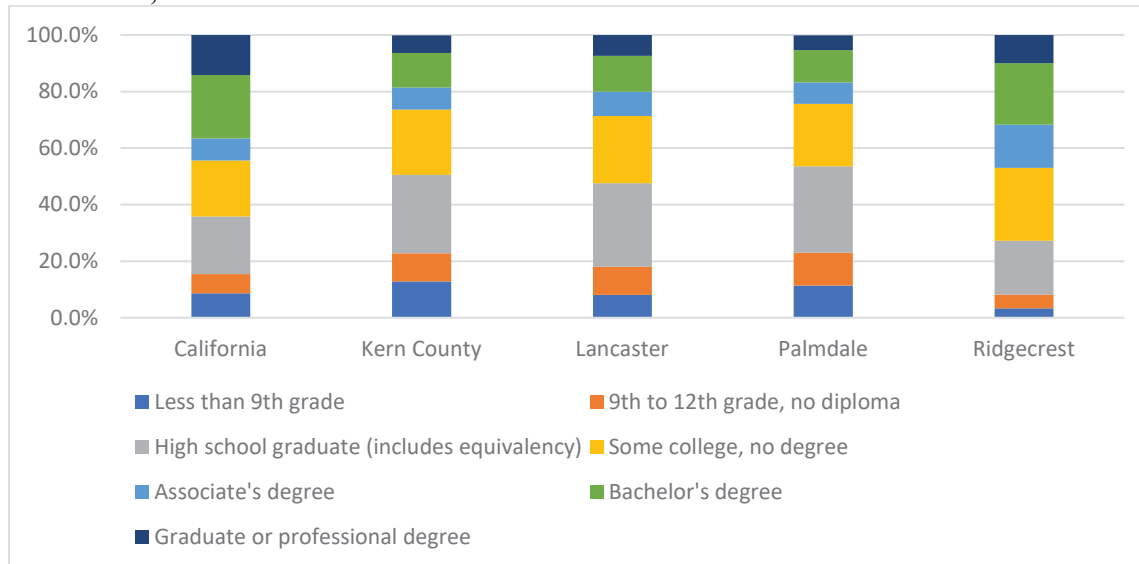
Source: Census Bureau, selected areas due to data limitations

Industry Clusters

Antelope Valley has industry clusters based on industry concentrations and economic development activities. Industry clusters come from what is best suited for a region to support and can link supply chains from producer to distributor with manufacturing in the middle. The agricultural cluster in the AV is a good example; regional farmers are connected directly to food manufacturing and are linked to transportation and logistics. Not all jobs are in clusters. Think of the following industries as the spear's tip of making the AV a place to do business.

- Ag
- Arts/Entertainment
- Biotech/Bioscience
- Food Processing
- Healthcare
- Advanced Manufacturing
- Logistics

Notice government employers are not part of this mix. Clusters should be built around private-sector employers, where local policy and efforts have more effect than state or federal-level efforts. However, using Edwards Air Force Base (Edwards AFB) or China Lake Naval Weapons Station as a source of business, contracts, and other economic ties is a classic way communities grow from state or federal expenditures coming annually to the government employer. In 2024, approximately 774 jobs were directly related to these clusters of the 16,300 jobs identified as being in the AV. From there, other businesses are led and can expand the base for further industry diversification and serving the needs of local residents.

California Jobs First

In November 2024, Governor Newsom unveiled the next step forward regarding economic and workforce development support from the Community Economic Resilience Fund (CERF), now called California Jobs First. Meant to be an economic "blueprint" for California's employer future, the plan separates California's industrial mix into four categories:
- Anchor: foundational industries that have demand primarily from local residents;
- Strengthen: industries that serve local and global customers, including tourism, that need to be marketed as other industries on the technology frontiers build and support California's global niche;
- Accelerate: industries where California already has some global presence in technology and scientific industries, but continued investment and workforce development can further cement those advantages and
- Bet: industries that are fledging but may become global drivers of growth where California, through the right mix of venture capital, technology development, and available workforce, would establish a global niche over time.
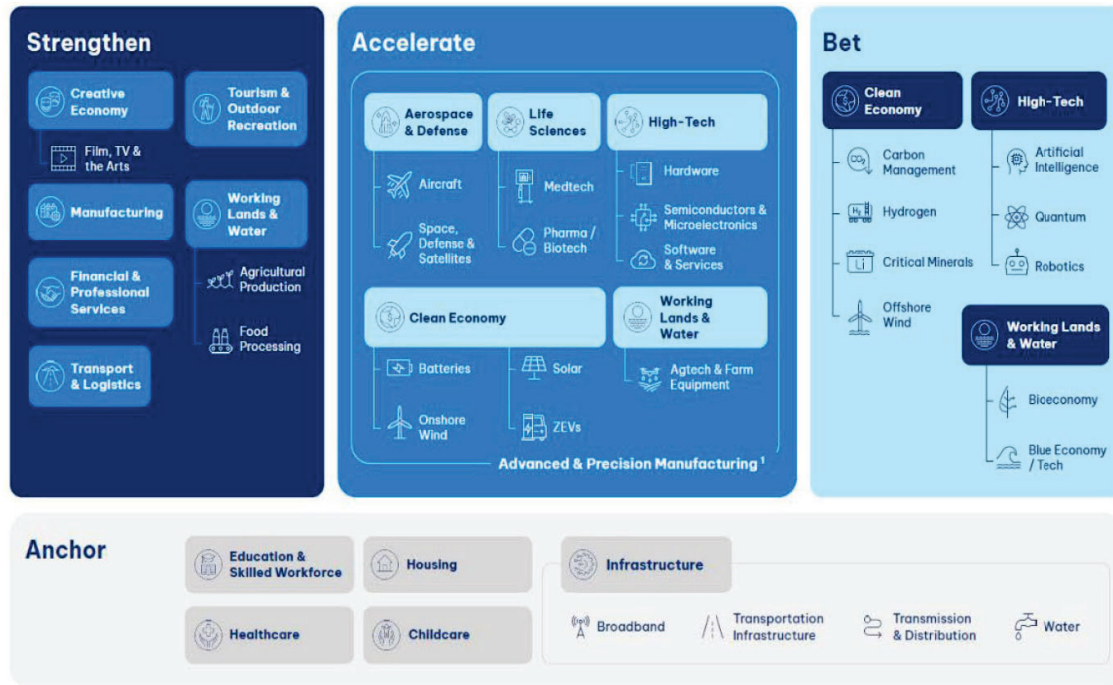
These are important for the AV because some of these industries are here, and training is in place for some of the "bet" and "accelerate" industries:

- Aircraft maintenance;
- Defense and space technology;
- Agtech and farm equipment;
- Solar and electric vehicle technology;
- Critical minerals;
- Robotics.

Like California, the AV needs to invest and support all its major industries. Still, market and state-level forces are likely to push the bet and accelerate industries so that the AV can move with those changes and further differentiate this region as a place to do frontier technology business.

Post-Secondary Education and Training Programs in the AV

Antelope Valley has many higher education and training options, defining workforce development across many occupations and employers. Higher education institutions in the AV include:

- Antelope Valley College;
- Cerro Coso Community College;
- Embry Riddle Aeronautical University; and
- Satellite campuses for various universities: Caltech, Pepperdine, Purdue, UCLA, USC, and four CSU satellite locations.

Antelope Valley College

In fall 2024, the annualized headcount of AVC students was 17,408, up from 2022 at 15,006. AVC awarded 3,245 total degrees in the academic year 2022-23, the latest data:

1. 1,154 Associate of Arts and Associate of Science (down by 179 from 2021-22)
2. 837 Associate Degree for Transfer (ADT) (down by 103 from the academic year 2021-22)
3. 1,304 total certificates (down by 253 from the academic year 2021-22), and
4. 16 bachelor's degrees conferred (+3 from AY 2021-22).

In the academic year 2022-23, 567 students transferred to CSU (up from the 2021-22 academic year +26), and 90 students transferred to UC campuses (up from the 2021-22 academic year +23). Antelope Valley College's programs, as with Cerro Coso below, have career technical education or CTE programs meant to provide job skills directly for students. AVC focuses on aerospace, industrial arts, and applied technologies, which are directly linked to defense and aerospace employers in the AV.

Cerro Coso Community College

Cerro Coso Community College primarily serves the Kern County portion of Antelope Valley. It has five sites, one on Edwards Air Force Base. This campus serves military and civilian residents in communities including Mojave, California City, and Boron. In the academic year 2022-23, Cerro Coso College's main campus enrolled approximately 4,919 students, of which 793 were considered full-time. The total headcount across all locations was 8,217 students. The college awarded 898 total degrees and certificates with 760 total A.A. and A.S. degrees (down from 2021-22, -59), including 175 associate degrees for transfer (same as in 2021-22), and also granted 293 certificates in 2022-23 (up from 2021-22 +53). Additionally, in 2020-2021, 58 transfer students enrolled in the four-year CSU system, and 14 transferred to the University of California (UC) system. Cerro Coso is not currently offering any bachelor's degrees.

The Antelope Valley branch of CSU Bakersfield has a robust set of extension programs, including bachelor's and master's degree-completion programs available in the AV versus on the CSUB campus. Other universities have aerospace and engineering and certificate programs throughout Antelope Valley.

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Who We Are: EFA

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Appendix: Local Data

This appendix provides data at the zip code level (with associated city or community called "place") to gather as much detailed data as can be gathered from third-party sources (Census Bureau primarily), understanding there is a lag in the timing and some estimation error.

Figure A-1: Population

Place	Zip	2019					2023			
		Under 18	18-64	Over 65	Total		Under 18	18-64	Over 65	Total
Mojave	93501	1,010	2,770	1,022	4,802		1,661	3,423	860	5,944
California City	93505	2,879	9,292	1,603	13,774		3,566	9,417	1,784	14,767
Boron	93516	431	1,450	363	2,244		743	1,523	476	2,742
Edwards	93523	1,378	1,995	183	3,556		1,331	2,254	96	3,681
Lake Hughes	93532	520	1,761	402	2,683		556	1,598	608	2,762
Lancaster	93534	11,370	22,936	5,061	39,367		11,531	24,599	6,160	42,290
Lancaster	93535	22,647	44,808	6,809	74,264		24,275	47,454	8,749	80,478
Lancaster	93536	17,487	44,563	8,187	70,237		16,872	45,403	9,738	72,013
Palmdale	93551	12,796	31,310	6,495	50,601		14,564	33,186	7,206	54,956
Palmdale	93552	12,155	24,342	3,408	39,905		12,873	26,549	4,481	43,903
Ridgecrest	93555	8,933	19,661	5,239	33,833		8,712	19,826	5,091	33,629
Rosamond	93560	6,543	13,249	1,964	21,756		6,613	12,452	2,472	21,537
Tehachapi	93561	7,944	21,006	6,029	34,979		7,175	16,680	7,324	31,179
Palmdale	93591	2,105	3,987	652	6,744		2,618	4,299	614	7,531

Source: Census Bureau

Figure A-2: Labor Force, Selected Areas

2019	Zip	Population 16 years and over	In labor force	Civilian labor force	Employed	Unemployed	Armed Forces
Mojave	93501	3,897	1,873	1,873	1,581	292	0
California City	93505	11,121	4,948	4,859	3,933	926	89
Boron	93516	1,892	880	880	815	65	0
Edwards	93523	2,234	1,454	879	767	112	575
Lake Hughes	93532	2,289	1,193	1,193	1,129	64	0
Lancaster	93534	29,271	14,704	14,632	13,630	1,002	72
Lancaster	93535	53,905	27,119	27,087	25,112	1,975	32
Lancaster	93536	55,529	29,563	29,484	27,924	1,560	79
Palmdale	93551	39,498	24,561	24,521	22,988	1,533	40
Palmdale	93552	29,366	17,333	17,333	16,104	1,229	0
Ridgecrest	93555	25,837	15,512	15,228	14,095	1,133	284
Rosamond	93560	15,767	9,748	9,369	8,376	993	379
Tehachapi	93561	27,989	12,145	12,145	11,338	807	0
Palmdale	93591	4,937	2,255	2,251	2,027	224	4

Source: Census Bureau

2023	Zip	Population 16 years and over	In labor force	Civilian labor force	Employed	Unemployed	Armed Forces
Mojave	93501	4,416	2,409	2,409	2,161	248	0
California City	93505	11,406	5,781	5,668	4,611	1,057	113
Boron	93516	2,043	1,142	1,142	933	209	0
Edwards	93523	2,419	1,699	848	764	84	851
Lake Hughes	93532	2,288	1,369	1,369	1,193	176	0
Lancaster	93534	32,528	17,147	17,049	15,872	1,177	98
Lancaster	93535	58,696	31,474	31,435	28,634	2,801	39
Lancaster	93536	57,461	32,645	32,402	30,483	1,919	243
Palmdale	93551	41,933	26,261	26,208	24,696	1,512	53
Palmdale	93552	32,624	20,154	20,154	18,698	1,456	0
Ridgecrest	93555	25,698	15,853	15,357	14,065	1,292	496
Rosamond	93560	15,788	9,466	9,042	8,203	839	424
Tehachapi	93561	24,913	13,273	13,209	12,344	865	64
Palmdale	93591	5,214	2,621	2,611	2,426	185	10

Source: Census Bureau

Figure A-3: Employment By Occupation: Labor Force Participants that Work, Selected Areas

2019

Place	Zip	Civilian employed population 16 years and over	Management, business, science, and arts occupations	Service occupations	Sales and office occupations	Natural resources, construction, and maintenance occupations	Production, transportation, and material moving occupations
Mojave	93501	1,581	325	488	260	207	301
California City	93505	3,933	1,278	1,000	712	494	449
Boron	93516	815	231	155	107	189	133
Edwards	93523	767	351	108	116	91	101
Lake Hughes	93532	1,129	313	323	137	172	184
Lancaster	93534	13,630	4,120	2,891	2,981	1,771	1,867
Lancaster	93535	25,112	6,976	5,262	5,348	3,294	4,232
Lancaster	93536	27,924	12,154	4,848	5,015	2,932	2,975
Palmdale	93551	22,988	9,522	3,913	5,007	2,190	2,356
Palmdale	93552	16,104	3,414	3,592	3,455	2,349	3,294
Ridgecrest	93555	14,095	5,922	2,504	2,517	1,459	1,693
Rosamond	93560	8,376	2,445	1,312	1,780	1,496	1,343
Tehachapi	93561	11,338	4,138	2,651	1,659	1,785	1,105
Palmdale	93591	2,027	352	421	392	492	370

2023

Place	Zip	Civilian employed population 16 years and over	Management, business, science, and arts occupations	Service occupations	Sales and office occupations	Natural resources, construction, and maintenance occupations	Production, transportation, and material moving occupations
Mojave	93501	2,161	283	788	345	302	443
California City	93505	4,611	1,352	958	902	724	675
Boron	93516	933	291	174	107	294	67
Edwards	93523	764	262	155	166	67	114
Lake Hughes	93532	1,193	487	143	288	165	110
Lancaster	93534	15,872	4,993	3,513	3,173	1,428	2,765
Lancaster	93535	28,634	8,348	6,344	5,620	3,627	4,695
Lancaster	93536	30,483	13,240	5,014	5,448	3,633	3,148
Palmdale	93551	24,696	11,117	3,670	4,652	2,838	2,419
Palmdale	93552	18,698	4,429	4,417	3,722	2,455	3,675
Ridgecrest	93555	14,065	7,013	1,816	2,737	1,301	1,198
Rosamond	93560	8,203	2,402	1,237	1,621	1,612	1,331
Tehachapi	93561	12,344	5,447	2,430	1,786	1,693	988
Palmdale	93591	2,426	577	415	355	583	496

Source: Census Bureau