

# EMPLOYMENT AND WORKFORCE

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## Labor Market

Labor markets are important for assessing regional economies because employment reports represent the most timely, fluid, and detailed measure of economic activity for the region.

While job creation within a regional economy can be volatile over time for many reasons, in the short run, rising job counts almost always imply that (1) the demand for production is increasing and firms therefore need more capital, labor, or both to meet that demand, or (2) the region is attracting more businesses who employ local workers or a new in-migrating population of workers.

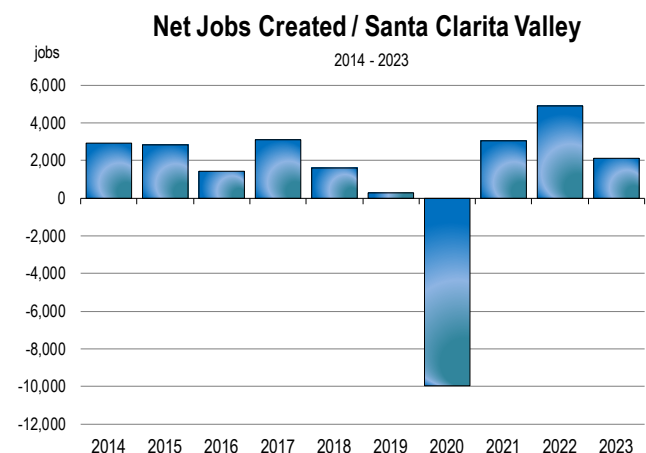
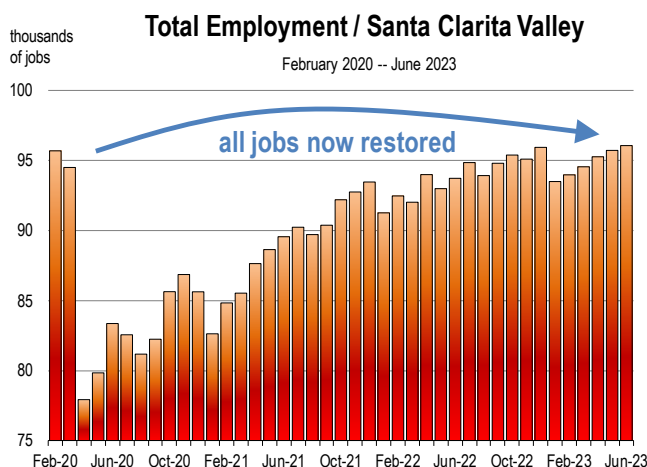
## Employment by Sector

During 2023, the Santa Clarita Valley labor market continues to expand the employment base. During the first 6 months of the year, local hiring is on pace to generate 1,700 more jobs in 2023.

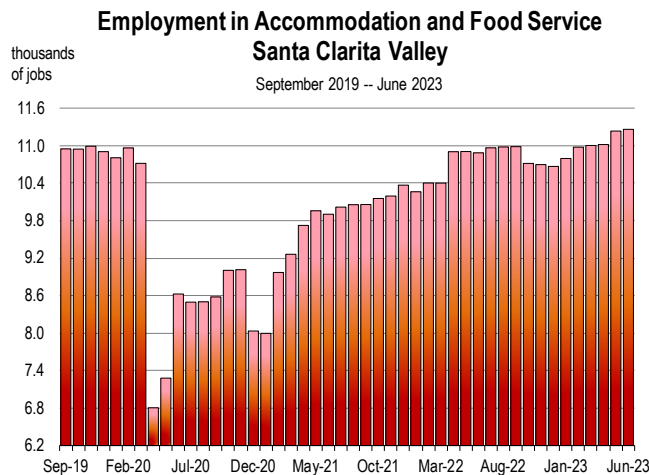
Furthermore, the labor market recovery from the pandemic recession is effectively complete. Total employment has now surpassed the pre-pandemic level. But individual sectoral employment has not been restored entirely. The exceptions are transportation and warehousing, construction, leisure & hospitality retail trade, and manufacturing. and most sectors now exceed pre-pandemic levels of employment.

Employment within the accommodation, food services, entertainment, and recreation sector has nearly recovered from the trauma of the pandemic when 4,000 jobs were eliminated by the lockdowns.

Magic Mountain and Hurricane Harbor remain the region's top tourist destination. Moreover, the 2023 attendance appears to be heavy. The website [Isitpacked.com](http://Isitpacked.com) indicated that waits for rides in the park were "much longer than usual" during the months of July and August 2023.



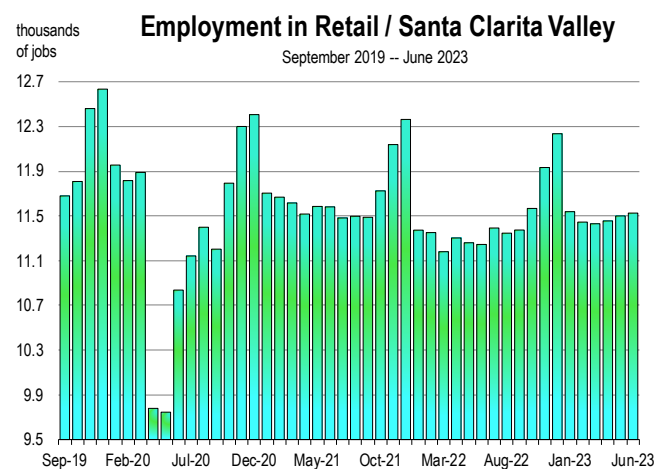
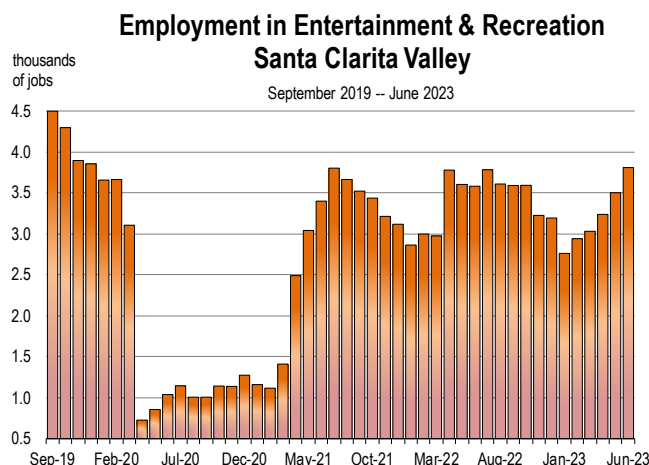
## EMPLOYMENT



Hotel occupancy rates have remained healthy, at between 70 and 80 percent per month over the last 3 years, and workforces at local hotels, motels, and restaurants have now fully recovered.

Job counts in entertainment and recreation will not be completely restored until early 2024.

Though the retail sector is vibrant and generating more sales than ever before, job totals have remained relatively constant since late 2020. Structural changes in commerce that have meaningfully changed as a result of technology (and the pandemic) have reduced the demand for workers.



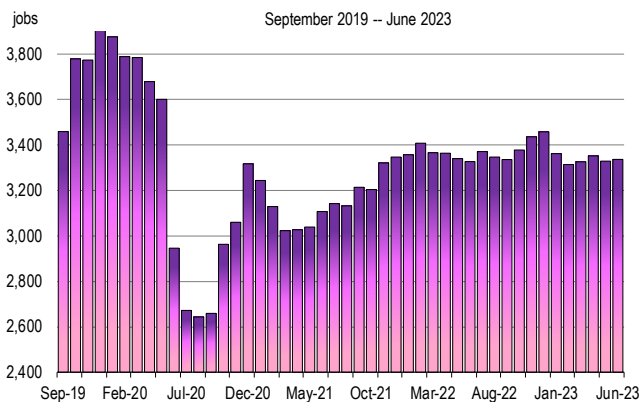
Residents have expanded their use of food delivery services, and online retail shopping continues to displace the in-store experience. We don't see vacant stores because many have been replaced with other types of retail or personal experiences that attract people but generally require fewer workers.

There is also the rapid onset of automation within the retail sector that has reduced the need for workers. The largest example of this is self-checkout at grocery stores.

Consequently, this employment sector remains stagnant. The spikes in the data represent the additional hiring of temporary workers during the holiday season.

The Transportation and warehousing sector is lagging job creation in other sectors, though the demand for warehouse, distribution, and fulfillment center jobs has increased over time in the region, and recently with new openings that have been fully occupied at the IAC commerce center and Needham Ranch.

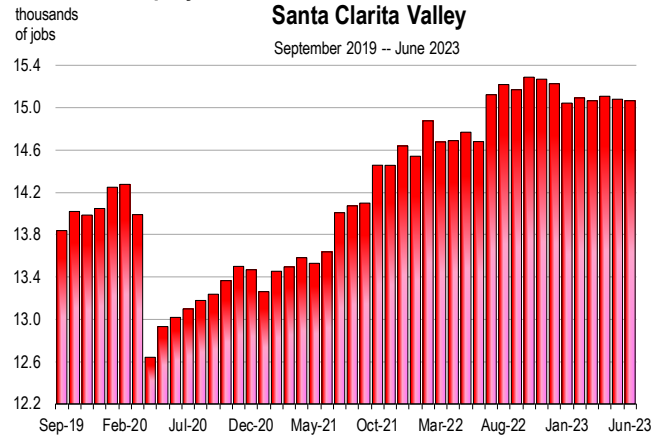
### Employment in Transportation & Warehousing Santa Clarita Valley



Princess Cruises, the second largest cruise line in the world and headquartered in Santa Clarita, is part of this labor market sector because it's a transportation company. Employment has not returned to pre pandemic levels, largely due to staffing challenges. All of the principal Princess Cruises routes have now been restored however, and new expansions are now underway.

Much of the current employment growth is occurring in healthcare, and the professional, management, technical, and scientifically skilled services. Filling positions in these sectors has been difficult amid the "labor shortage" that has haunted the California labor market since the pandemic restrictions ended in June 2021.

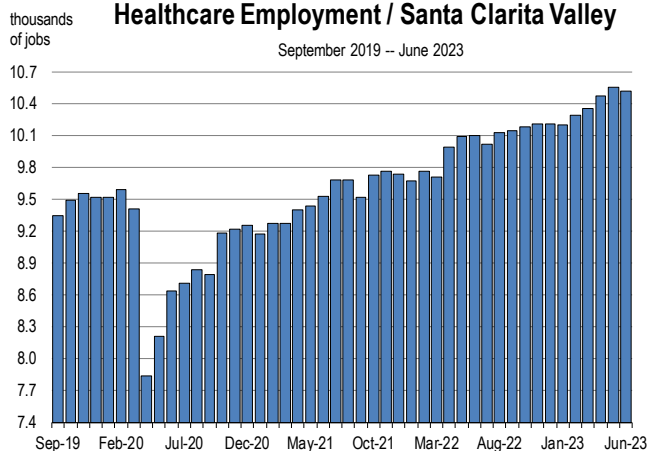
### Employment in Professional & Business Services Santa Clarita Valley



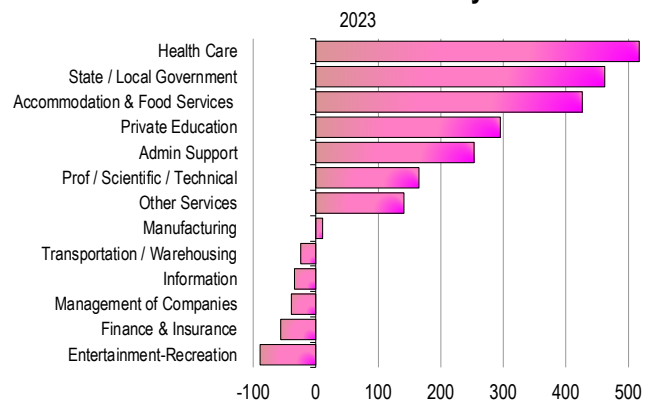
Currently, healthcare is leading all labor markets in Los Angeles County (and California) in unfilled job openings. Registered nurses remains the top occupation among all occupations with the most job openings. Healthcare is the third largest industry of all labor market sectors in the Santa Clarita Valley, closely trailing Leisure and Hospitality, and Manufacturing. Employment has expanded at all of the major healthcare centers in the region, which include:

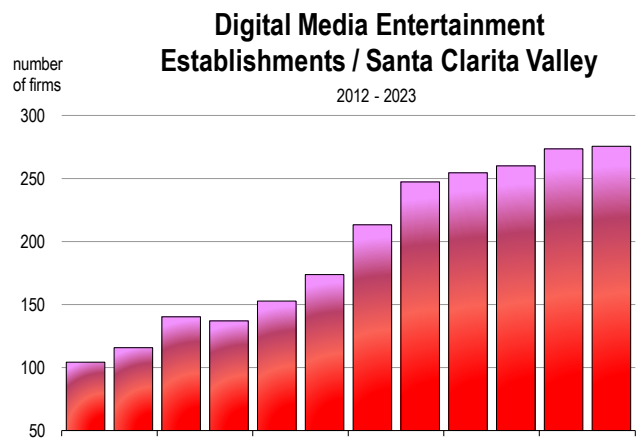
- Providence Holy Cross Health Center
- Henry Mayo Newhall Hospital
- Santa Clarita Health Center
- Lakeside Healthcare
- UCLA Health
- Kaiser Permanente Santa Clarita and Canyon Country

### Healthcare Employment / Santa Clarita Valley



### Job Creation by Principal Sector Santa Clarita Valley

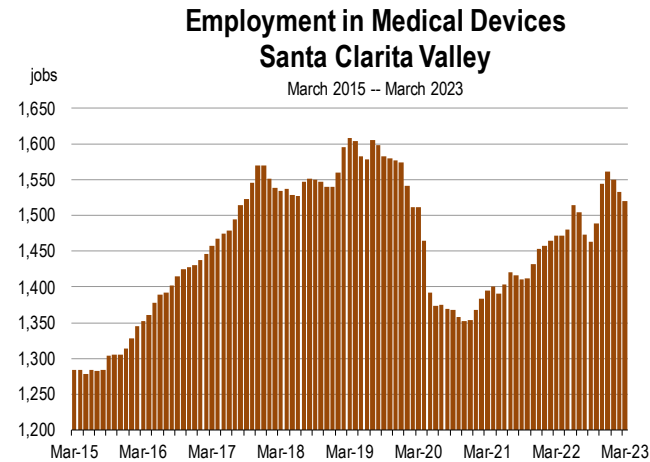




**Recent Trends in the Composite Employment Sectors**

These industries comprise the principal backbone of the workforce in Santa Clarita. The manufacturing of advanced products including high technology, precision and aerospace products is a subset of all manufacturing in the Valley economy. Though off its pre-pandemic high in total employment, this sector remains a major employer of higher paying skilled workers.

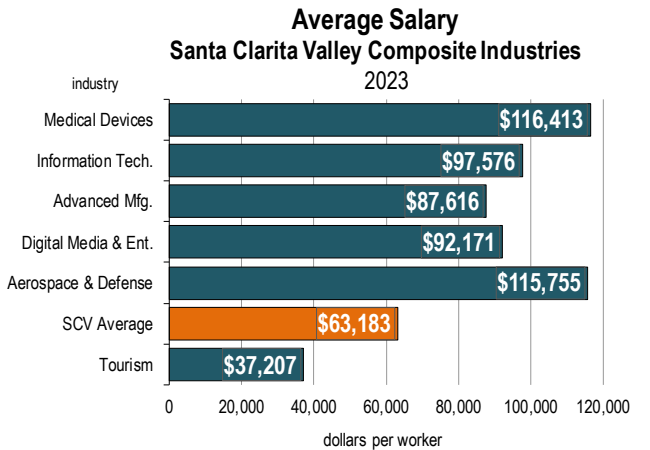
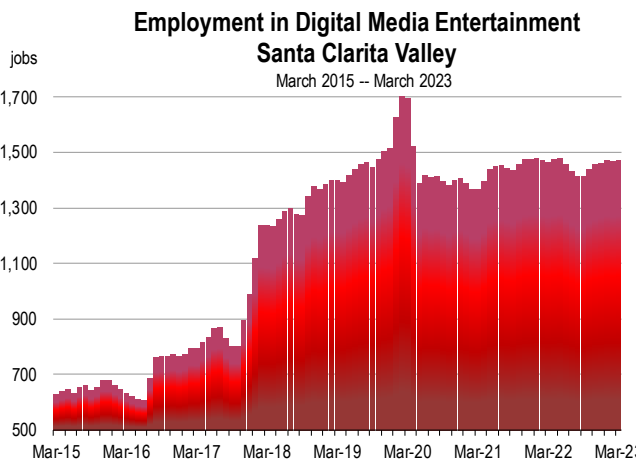
The Valley labor market has several other prominent composite industries that cater to the region’s unique advantages, and some of these industries are expanding employment in a meaningful way, especially since the pandemic. In particular, companies that focus on digital

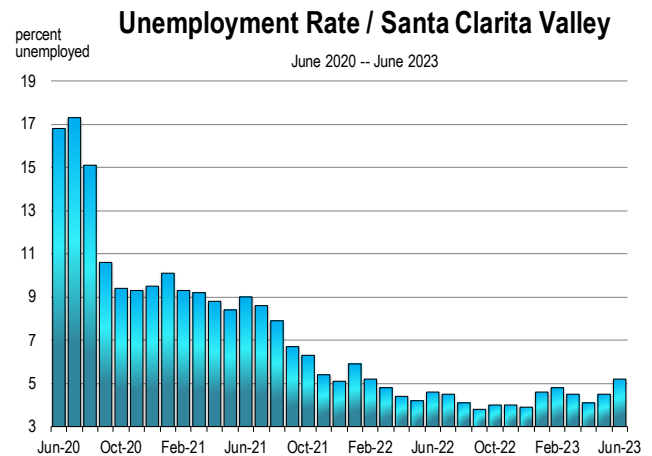
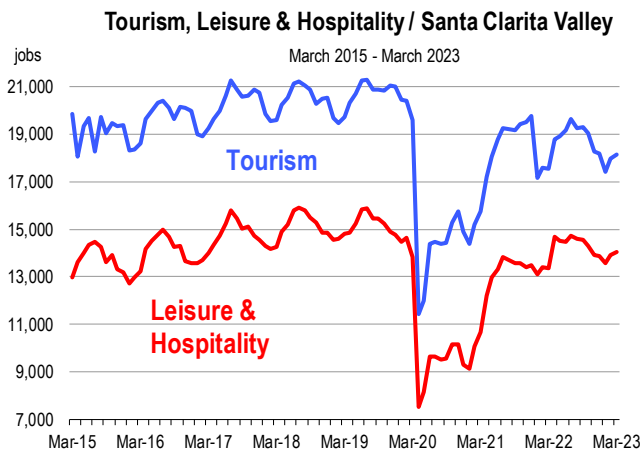


media entertainment and medical devices are generating a meaningful number of jobs within the Santa Clarita Valley.

This is also true of the composite tourism sector which is comprised of the leisure and hospitality sector and a number of particular retail sectors that cater to the region’s visitors.

The Valley’s composite industries tend to have salaries that are well above the area’s average wage. In 2023, the highest paying composite sector was medical devices, which averaged salaries of \$116,400 per worker – nearly twice the \$63,000 salary that was observed across the entire Santa Clarita Valley labor market.

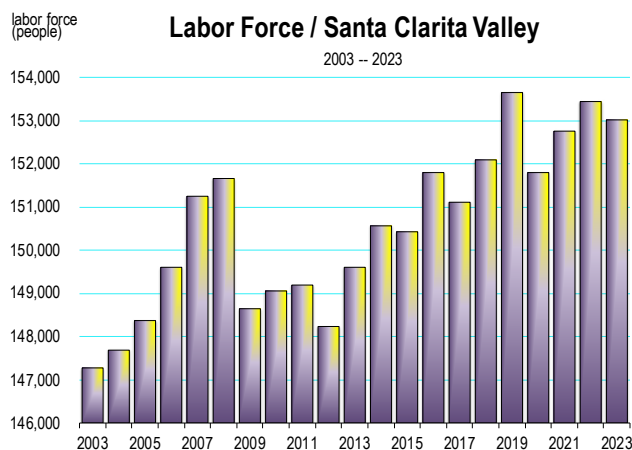




## Unemployment and Job Openings

The unemployment rate bottomed in mid-2022. Rates have now modestly crept higher, largely because of the increased expansion of the labor force.

The labor force is the number of residents in the region who either are working or want to work. Drop outs from the labor force due to the pandemic now have reasons to return to work. The evolving slowdown in the economy is strongly influencing many retirees, care-givers, or home-schooling parents to rejoin the formal work effort.



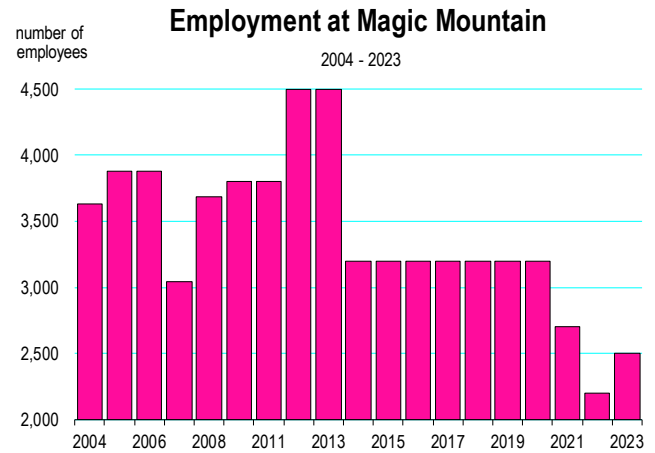
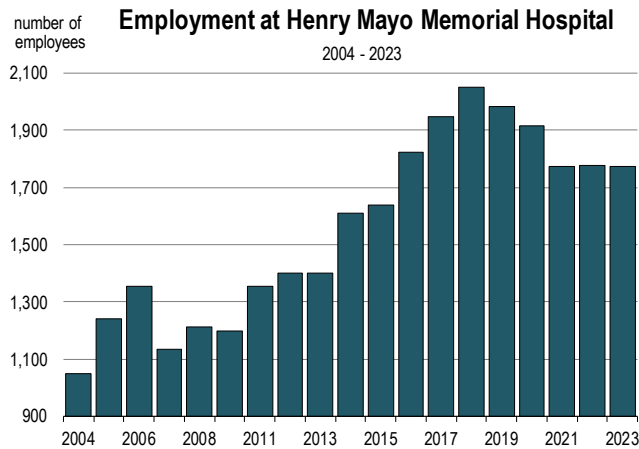
Job openings are now contracting, though at a modest pace. There is still a larger than normal volume of job postings in the Santa Clarita Valley, signaling a sustained demand for workers. Openings are particularly high in healthcare and hourly jobs in food services and personal services.

Last August, on the Indeed website, there were 3,201 jobs advertised for jobs in and within 5 miles of the city of Santa Clarita. This August, a similar search generated 2,896 job ads. The most jobs advertised were at Henry Mayo, Auto Nation, Six Flags, Starbucks, Drinkpak and Vons

## Largest Employers

The largest employers list is updated annually from a telephone and email survey. The information is carefully limited to the number of workers physically employed at locations within the Santa Clarita Valley.

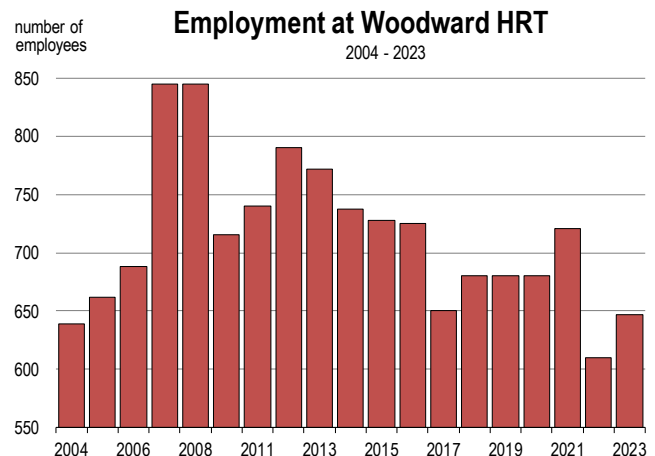
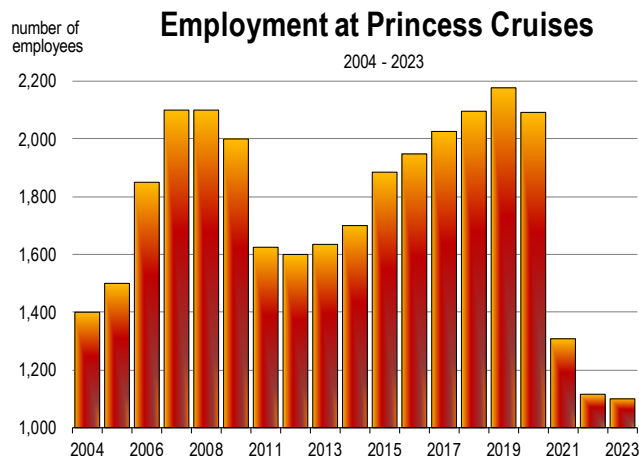
The survey has been a continuous annual feature of this publication since 2002. The 2023 update was conducted by the Santa Clarita Valley Economic Development Corporation during the months of July and August.



- Among the 50 largest employers for which complete information is available, there were 29,734 workers in the Santa Clarita Valley in August 2023.
- The Santa Clarita Valley's largest private employers expanded their employee headcounts by just under 200 jobs. However the largest public employers downsized by 375 positions in 2023 relative to 2022.
- Employment at large public organizations declined 4.3 percent.
- Thirteen of the largest private sector companies added new jobs over the last year. Eighteen companies actually downsized over the prior year. Nevertheless, collectively, total employment within the

largest private organizations rose 0.9 percent.

- Employment at Magic Mountain, the largest private employer, reported a 300 gain in jobs filled representing a 13.6 percent increase in their total summer headcount.
- The largest private sector employment gain in the Santa Clarita Valley was reported by Drinkpak, now with a total of 443 employees at their new facility in Needham Ranch. Amazon moved into two locations, one at the IAC Commerce Center and the other in Needham Ranch in 2020. The company employs 580 workers and did not downsize in the Santa Clarita Valley as they did in many other California locations over the last 9 months.





# EMPLOYMENT

Largest Employers		Santa Clarita Valley			August 2023	
Rank	Company or Organization	Location	2022	2023	2022 to 2023	Percent Change
<b>Private</b>			– headcount of employees –			
1	Six Flags Magic Mountain	Valencia	2,200	2,500	300	13.6
2	Henry Mayo Newhall Memorial Hospital	Santa Clarita	1,778	1,775	-3	-0.2
3	Princess Cruises	Valencia	1,116	1,100	-16	-1.4
4	The Master's University	Santa Clarita	863	916	53	6.1
5	Boston Scientific	Valencia	893	742	-151	-16.9
6	Logix	Valencia	674	694	20	3.0
7	Advanced Bionics*	Valencia	693	693	0	0.0
8	Woodward HRT	Valencia	610	647	37	6.1
9	Amazon	CANR & IAC	580	580	0	0.0
10	Kaiser Permanente*	Santa Clarita	528	528	0	0.0
11	AMS Fulfillment	Valencia	470	498	28	6.0
12	Stay Green Inc.	Santa Clarita	500	475	-25	-5.0
13	Quest Diagnostics*	Valencia	466	466	0	0.0
14	California Institute of the Arts*	Santa Clarita	455	455	0	0.0
15	Walmart*	Santa Clarita	450	450	0	0.0
16	DrinkPAK	Santa Clarita	228	443	215	94.3
17	Contractors Wardrobe	Valencia	473	433	-40	-8.5
18	Scorpion Internet Markeing and Design*	Valencia	356	356	0	0.0
19	ITT Aerospace Controls	Valencia	351	351	0	0.0
20	Pharmavite*	Valencia	345	345	0	0.0
21	Gothic Landscaping	Valencia	327	333	6	1.8
22	Q2 Solutions	Valencia	389	305	-84	-21.6
23	Costco Wholesale	Canyon Country	296	280	-16	-5.4
24	McDonald's	Santa Clarita Valley	286	274	-12	-4.2
25	Forrest Machining*	Santa Clarita	260	260	0	0.0
26	Bright Innovation Labs (formerly Bocchi Labs)	Santa Clarita	365	266	-99	-27.1
27	ASC Process Systems	Valencia	210	250	40	19.0
28	Landscape Development Inc.	Valencia	260	250	-10	-3.8
29	Knowles Precision Devices (formerly Novacap)*	Valencia	241	241	0	0.0
30	Shield Healthcare	Valencia	216	231	15	6.9
31	B & B Manufacturing Co.	Santa Clarita	265	230	-35	-13.2
32	Remo, Inc.	Valencia	207	221	14	6.8
33	Adept Fasteners	Valencia	192	221	29	15.1
34	Fralock	Valencia	227	206	-21	-9.3
35	Crissair	Valencia	188	197	9	4.8
36	PCC Aerostructures ADI*	Valencia	194	194	0	0.0
37	Cardinal Health	Santa Clarita	190	191	1	0.5
38	The Home Depot*	Countywide	190	190	0	0.0
39	Lief Labs	Valencia	250	189	-61	-24.4
40	HRD Aero Systems*	Valencia	180	180	0	0.0
41	TA Aerospace	Valencia	156	176	20	12.8
42	Sunvair	Valencia	180	172	-8	-4.4
43	RAH Industries	Santa Clarita	175	172	-3	-1.7
44	Frontier Toyota	Valencia	168	159	-9	-5.4
45	Honda Performance*	Valencia	155	155	0	0.0
46	Trinity Classical Academy	Valencia	155	155	0	0.0
47	Star Nail International / Cuccio (new for 2020)*	Valencia	154	154	0	0.0
48	WayForward*	Santa Clarita	154	154	0	0.0
49	John Paul Mitchell Systems	Santa Clarita	149	143	-6	-4.0
50	AAA Companies	Valencia	147	138	-9	-6.1
<b>Private Sector Totals</b>			<b>20,555</b>	<b>20,734</b>	<b>179</b>	<b>0.9</b>
<b>Public</b>			– headcount of employees –			
1	William S. Hart Union School District	Santa Clarita Valley	1,999	2,115	116	5.8
2	Saugus Union School District	Santa Clarita	1,374	1,483	109	7.9
3	College of the Canyons	Valencia	1,481	1,350	-131	-8.8
4	City of Santa Clarita	Santa Clarita	943	1,098	155	16.4
5	U.S. Postal Service (Processing & Distribution Center)	Santa Clarita	1,642	1,023	-619	-37.7
6	Newhall School District	Valencia	818	808	-10	-1.2
7	Castaic Union School District	Valencia	259	260	1	0.4
8	SCV Water	Santa Clarita Valley	219	223	4	1.8
<b>Public Sector Totals</b>			<b>8,735</b>	<b>8,360</b>	<b>-375</b>	<b>-4.3</b>
<b>Overall Total</b>			<b>29,290</b>	<b>29,094</b>	<b>58</b>	<b>-0.7</b>

\* 2023 Headcounts not available as of publishing.  
Number reflects reported headcount from 2022.

California Economic Forecast and the Corporation Survey, August 2023



## Average Salaries

- During 2023, the average salary for all non-farm workers increased by 3.8 percent in the Santa Clarita Valley. The largest increases occurred for workers in Management of Companies, and Accommodation and Food Services. The average wage or salary increase for workers in these sectors was 10.9 percent.
- Average salaries for State and Local Government, Construction and Wholesale Trade workers also rose just over 10 percent. Salaries in Private Education and Administrative Services rose 7 to 8 percent. Average salaries in manufacturing were up 5.6 percent.
- The highest paying sectors in the region are the Public Utilities, Management of Companies, Wholesale Trade, and Professional and Scientific Services. For these 4 sectors, average salaries exceed \$90,000 per worker
- Adjusted for inflation, the all-industries average salary in 2023 is lower than in 2022. This was also the case last year. Inflation this year is still averaging between 4 and 5 percent.

### Average Salary Per Worker / Principal Sectors Santa Clarita Valley 2023

Industry	Average Salary
– dollars per worker –	
Utilities	\$177,791
Management of Companies	\$112,729
Wholesale Trade	\$90,657
Professional / Scientific / Technical	\$90,071
Manufacturing	\$88,208
Construction	\$86,125
Finance & Insurance	\$81,479
Information	\$78,571
Transp. & Warehousing	\$69,857
State & Local Government	\$67,433
Real Estate & Rental	\$66,780
Federal Government	\$66,168
Healthcare	\$62,992
Administrative Support	\$50,514
Retail Trade	\$44,135
Private Education	\$40,521
Entertainment-Recreation	\$36,501
Accommodation & Food Services	\$30,796
<b>Average, all Non-Farm Workers</b>	<b>\$63,115</b>

Source: Labor Market Information Division, State of California,  
and California Economic Forecast

## The Santa Clarita Valley Workforce

### The Local Labor Force

The labor force in the greater Valley area that includes the surrounding communities of Agua Dulce, Green Valley, Castaic, Stevenson Ranch, and Canyon Country now stands at 153,000. Only 2.9 percent are unemployed.

The candidate labor force of the Santa Clarita Valley, consisting of the population age 25 and over, is more educated compared to the broader workforce of Los Angeles County or adjacent Ventura County. Forty-seven percent have received a college degree, and another 25 percent have attended some college but did not or have not received a degree yet.

The region's workforce is defined as the employed labor force. It (1) is employed by companies located within the Santa Clarita Valley, (2) is self-employed, or (3) commutes to jobs outside the local area, mostly into the San Fernando Valley.

Working at jobs within the Santa Clarita Valley is the dominant characteristic of the workforce, and over time, more resident workers have been able to find competitive jobs in the region, ending their commute.

Management and sales dominate the classifications of occupations reported by Santa Clarita Valley residents.

Educational Attainment of the Workforce			2023
Level of Education	Santa Clarita Valley	Los Angeles County	Ventura County
----- percent of population aged 25 and over -----			
Associate's Degree	10.1	7.0	9.4
Bachelor's Degree	25.2	22.0	21.7
Graduate Degree	12.1	11.4	12.6
High School Degree	18.3	20.6	20.5
Less than 9th Grade	3.9	11.9	8.7

Source: Claritas

<b>Key Occupations Held by Santa Clarita Valley Residents</b>		<b>2023</b>
<b>Occupation</b>		<b>Number</b>
Management		19,129
Sales		15,890
Administration Support		15,685
Healthcare Practicioners & support		13,219
Food services & Entertainment		12,826
Education		9,411
Financial operations		8,493
Engineering/Computer/Mathematical		7,978
Transportation & distribution		7,673
Production of Goods & Parts		5,782
Construction trades		5,601
All other occupations		22,858
<b>Total number of residents employed</b>		<b>144,545</b>

Source: Labor Market Information Division, State of California,  
and California Economic Forecast

## The Candidate Labor Force in the Extended Region

In recent years, more commercial development has occurred in the Santa Clarita Valley than the development of housing. Consequently, to fill local jobs, employers have had to import workers into the Valley economy until more housing is built.

Within a 30 minute commute to the center of town in Santa Clarita, there is a population of 2.1 million people, an employed labor force of 1.1 million workers, who have an average travel time one way to work of 36 minutes. Most of this population lives in the San Fernando Valley in areas like Glendale, Encino, and neighboring Simi Valley. Therefore, there is a large pool of workers who potentially are able to fill jobs anywhere within the Santa Clarita Valley.

The educational attainment of this workforce pool is very high, with 44 percent having attained a college degree.



The surrounding area from Lancaster in the north to Inglewood in the south which represents a 45 minute commute into the Santa Clarita Valley, is populated by 2.8 million workers.

The rate of labor force participation is higher in the Santa Clarita Valley than greater Los Angeles County or Ventura County. Participation is over 64 percent of the working age population in the SCV, but less than 61 percent for Los Angeles or Ventura Counties.

### Commute Time To Work

Residents of the Santa Clarita Valley tend to have longer commutes than the typical resident of Los Angeles or Ventura Counties. On average, workers who reside in the Santa Clarita Valley spend 41 minutes commuting each way, and 38 percent commute more than 45 minutes each way. Within Los Angeles County, the average commute time for all workers is 36 minutes. For Ventura County residents, the average commute time for all workers is only 30 minutes.

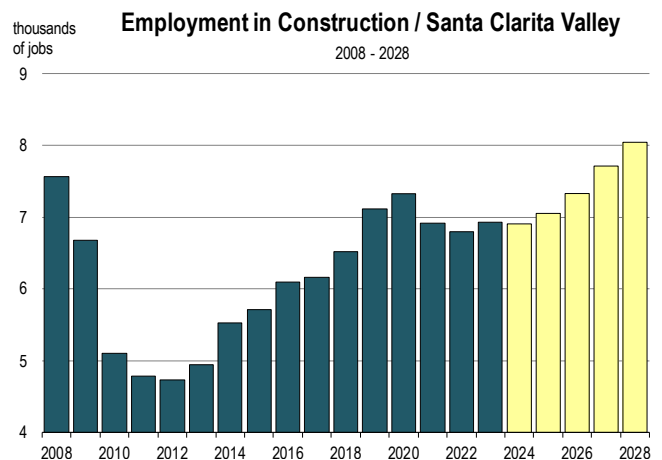
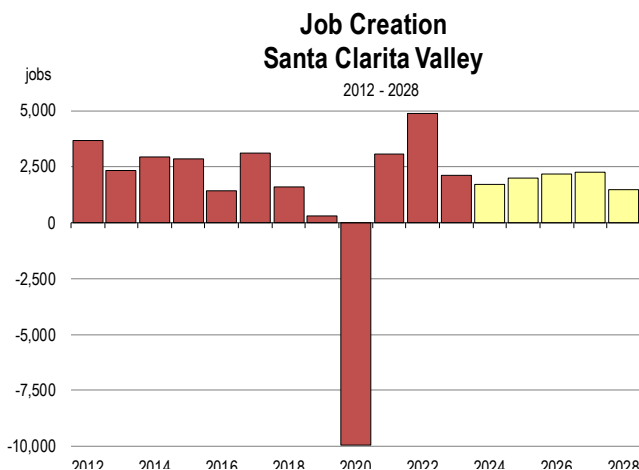
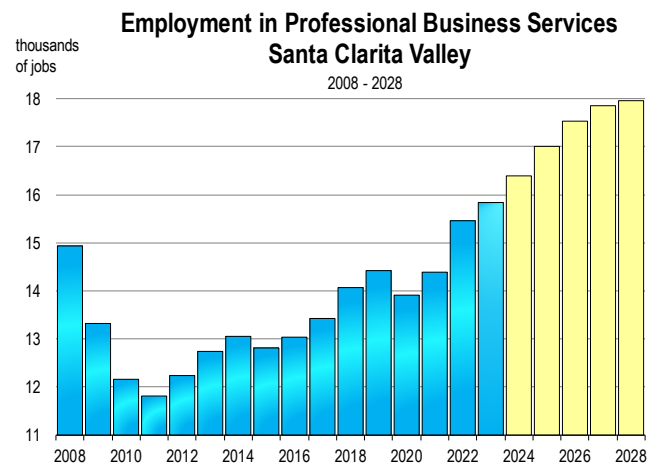
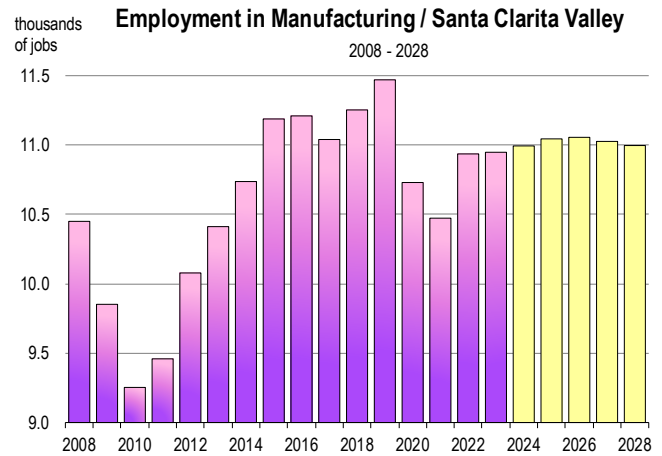
<b>Labor Force Participation Percent of Population in Labor Force</b>			<b>2023</b>
<b>Labor Force Indicator</b>	<b>Santa Clarita Valley</b>	<b>Los Angeles County</b>	<b>Ventura County</b>
	<i>----- percent of population aged 25 and over -----</i>		
Population	294,090	10,014,009	843,843
Population above 16 y.o.	237,594	8,191,459	687,133
Labor Force	153,015	4,960,180	416,460
Participation Rate (%)	64.4	60.6	60.6
Resident Workforce	145,976	4,738,880	400,236
Unemployed	7,039	223,140	16,21
Unemployment Rate (%)	4.6	4.5	3.9

<b>One Way Commute Time to Work Percent of Workers Reporting by Category</b>			<b>2023</b>
<b>Minutes to Work</b>	<b>Santa Clarita Valley</b>	<b>Los Angeles County</b>	<b>Ventura County</b>
	<i>----- percent of population aged 25 and over -----</i>		
less than 15 Minutes	17.6	16.0	21.5
15 - 29 Minutes	25.3	31.6	43.8
30 - 44 Minutes	18.9	25.9	18.5
45 - 59 Minutes	14.1	10.9	6.8
60 or more Minutes	24.0	15.7	9.4
Avg number minutes to Work	40.9	36.0	30.0

## The Forecast

The Santa Clarita Valley economy is on a pace during the first 6 months of 2023 to create an estimated 2,100 jobs during the calendar year. The unemployment rate is currently at 5.0 percent. At the beginning of 2023, there was rising uncertainty that employment would be impacted by the inevitable recession forecast this year. The recession is no longer inevitable but nevertheless remains a looming threat.

Slowing business conditions are clearly present in California and the U.S., but labor markets have been resilient in the face of moderating growth in spending, sales, and total GDP output. As of this writing however, the U.S. unemployment rate is 3.6 percent and the creation of jobs continues to expand month after month.



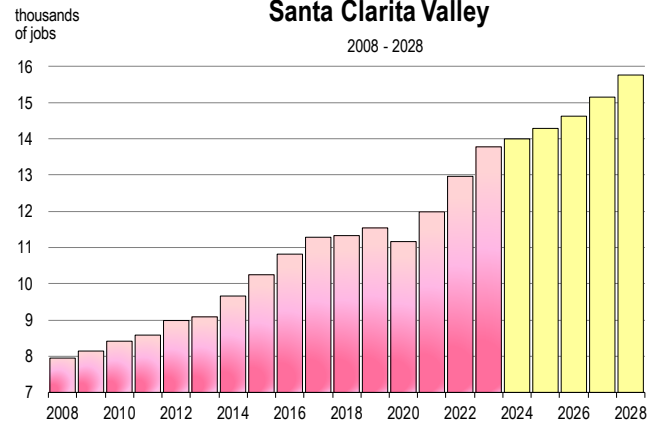
In 2024, the forecast still has the local economy creating 1,700 jobs. The labor market softens but job creation will also be constrained by limited labor force growth. By 2025, faster U.S. and California economic growth is forecast as interest rates will be in decline and global economic growth will have strengthened.

The unemployment rate will rise in 2024, but reverse in 2025, due to more employment opportunities and the expansion of the labor force which grows in tandem with population growth.

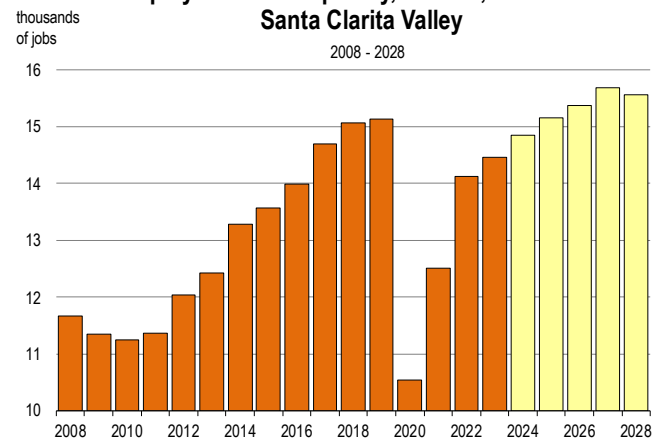
Employment within the services sectors including personal services, business services, and the leisure and recreation sector will continue to rise concomitant with the population. The expansion of non-residential structures to accommodate employment will limit the growth of jobs over the next 5 years.

Professional services jobs in the technology and business support sub-sectors, and healthcare jobs are currently the most in demand.

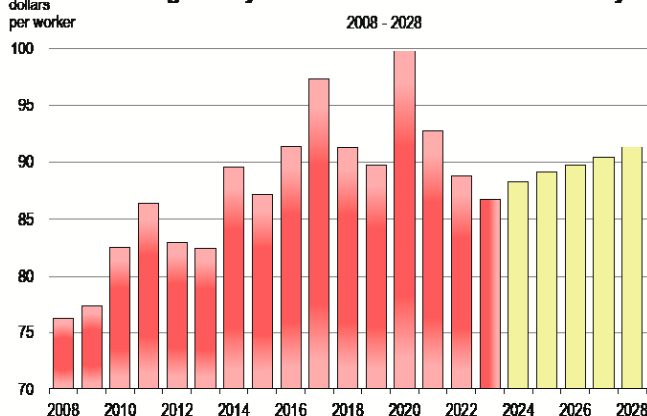
### Employment in Healthcare Santa Clarita Valley



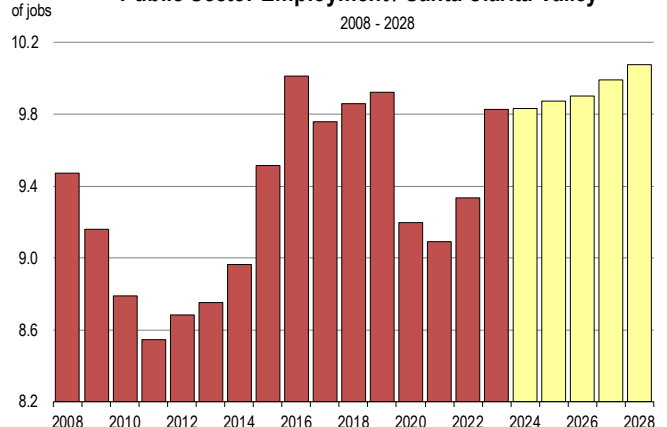
### Employment in Hospitality, Leisure, Recreation Santa Clarita Valley



### Avg Salary Per Worker / Santa Clarita Valley



### Public Sector Employment / Santa Clarita Valley



# EMPLOYMENT

Labor Market Forecast	Santa Clarita Valley			History: 2018 - 2023		
	2018	2019	2020	2021	2022	2023
<b>Sector</b>	– jobs –					
Farm	31	60	77	118	152	155
Construction	7,117	7,328	6,914	6,800	6,932	6,905
Manufacturing	11,253	11,470	10,730	10,473	10,936	10,948
Transportation & Utilities	3,642	3,925	3,634	3,522	3,712	3,700
Wholesale/Retail Trade	16,614	16,082	15,248	15,490	14,925	15,159
Retail	12,370	11,900	11,355	11,697	11,463	11,663
Wholesale	4,244	4,182	3,893	3,793	3,462	3,496
Financial Activities	3,974	3,910	3,673	3,758	3,819	3,713
Professional Services	13,569	13,922	13,412	13,890	14,960	15,339
Information	1,338	1,392	1,286	1,385	1,386	1,351
Healthcare & Education	11,327	11,539	11,162	11,983	12,963	13,776
Leisure & Recreation	15,068	15,128	10,548	12,502	14,130	14,466
Other Services	2,896	2,918	2,260	2,485	2,825	2,966
Government	9,860	9,921	9,197	9,090	9,334	9,825
Federal	1,098	1,098	1,168	1,107	1,095	1,109
State & Local	8,762	8,823	8,029	7,983	8,239	8,716
Total Wage & Salary	95,534	95,797	85,825	88,840	93,717	96,078
percent change	1.7	0.3	-10.4	3.5	5.5	2.5
Total Non-farm Jobs Created	1,550	172	-10,109	2,820	4,607	2,054
Unemployment Rate (percent)	4.4	4.2	11.5	7.9	4.5	4.3

Source: California Economic Forecast, August 2023



Labor Market Forecast		Santa Clarita Valley			Forecast: 2024 - 2028	
		2024	2025	2026	2027	2028
<b>Sector</b>		– jobs –				
Farm		163	170	174	175	175
Construction		7,109	7,428	7,711	8,042	8,300
Manufacturing		10,994	11,045	11,056	11,026	10,997
Transportation & Utilities		3,830	3,831	3,921	4,008	4,069
Wholesale/Retail Trade		15,074	15,219	15,553	15,980	16,333
Retail		11,588	11,704	11,971	12,314	12,599
Wholesale		3,486	3,515	3,582	3,666	3,734
Financial Activities		3,728	3,755	3,785	3,813	3,840
Professional Services		15,893	16,506	17,031	17,353	17,457
Information		1,359	1,362	1,367	1,373	1,377
Healthcare & Education		13,995	14,285	14,622	15,148	15,758
Leisure & Recreation		14,849	15,155	15,372	15,685	15,561
Other Services		3,033	3,052	3,121	3,179	3,218
Government		9,831	9,873	9,901	9,991	10,075
Federal		1,126	1,141	1,154	1,168	1,181
State & Local		8,705	8,732	8,747	8,823	8,895
Total Wage & Salary		97,751	99,686	101,725	103,987	105,470
percent change		1.7	2.0	2.0	2.2	1.4
Total Non-farm Jobs Created		1,355	1,602	1,696	1,913	1,133
Unemployment Rate (percent)		4.8	4.6	4.5	4.6	4.5

Source: California Economic Forecast, August 2023

Data sources for this chapter include the California Employment Development Department, Claritas, Indeed, and the U.S. Census Bureau.