

Packaging and Filling Machine Operators and Tenders in Stanislaus County, CA

Stanislaus County Workforce Development



251 E. Hackett Rd. C-2
Modesto, California 95358

Contents

What is Lightcast Data?	1
Report Parameters	2
Workforce Map	3
Executive Summary	4
Supply (Jobs)	5
Demographic Details	9
Compensation	11
Demand	12
What skills are they posting for?	16
Occupation Gain and Drain	17
Graduate Pipeline	18

What is Lightcast Data?

Lightcast data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Lightcast data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.



Report Parameters

1 Occupation

51-9111 Packaging and Filling Machine Operators and Tenders

1 County

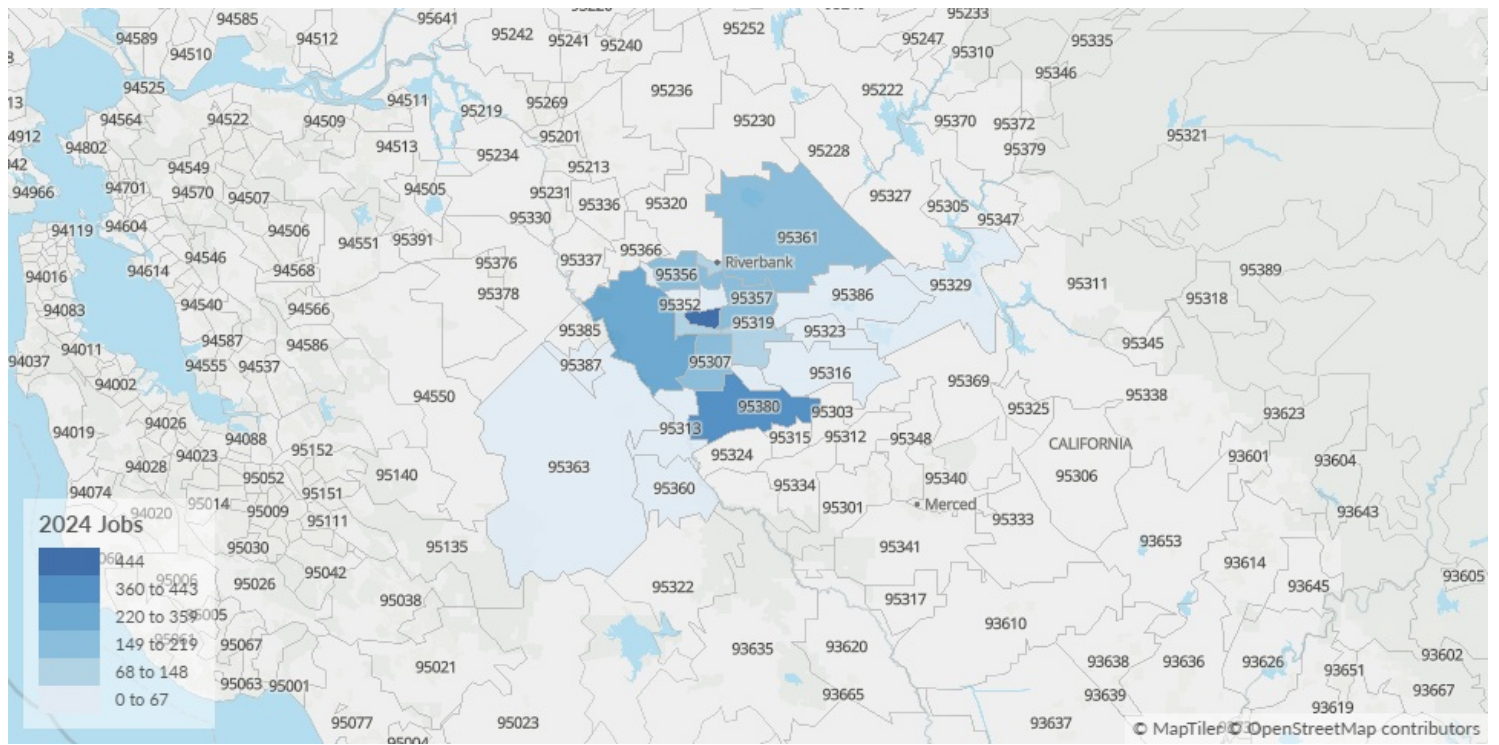
6099 Stanislaus County, CA

Class of Worker

QCEW Employees and Non-QCEW Employees

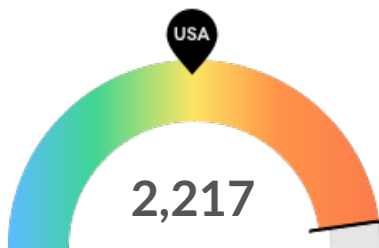
The information in this report pertains to the chosen occupation and geographical area.

Workforce Map



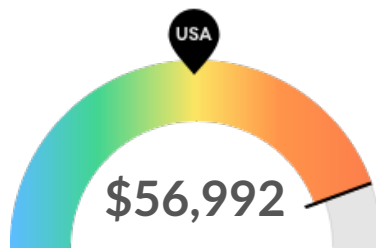
Executive Summary

Aggressive Hiring Competition Over a Deep Supply of Regional Talent



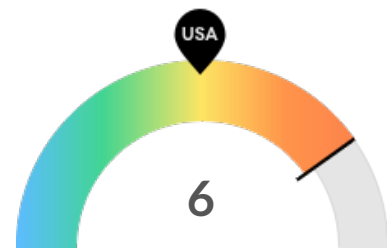
Supply (Jobs)

Stanislaus County, CA is a hotspot for this kind of talent. The national average for an area this size is 492* employees, while there are 2,217 here.



Compensation

The cost for talent is high in Stanislaus County, CA. The national median salary for Packaging and Filling Machine Operators and Tenders is \$40,914, while you'll pay \$56,992 here.



Demand (Job Postings)

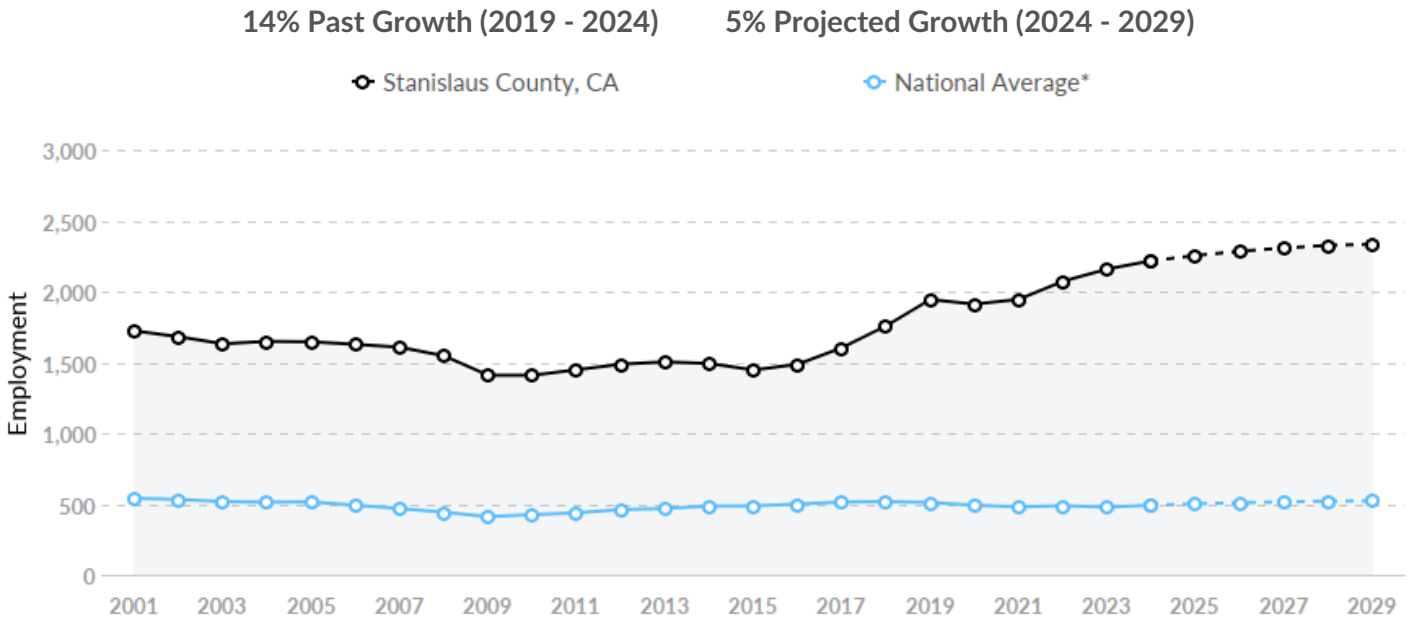
Competition from online job postings is high in Stanislaus County, CA. The national average for an area this size is 3* job postings/mo, while there are 6 here.

*National average values are derived by taking the national value for Packaging and Filling Machine Operators and Tenders and scaling it down to account for the difference in overall workforce size between the nation and Stanislaus County, CA. In other words, the values represent the national average adjusted for region size.

Supply (Jobs)

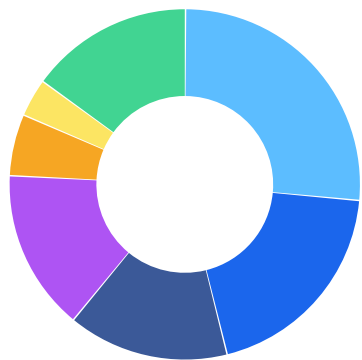
Supply Is Higher Than the National Average

The regional vs. national average employment helps you understand if the supply of Packaging and Filling Machine Operators and Tenders is a strength or weakness for Stanislaus County, CA, and how it is changing relative to the nation. An average area of this size would have 492* employees, while there are 2,217 here. This higher than expected supply may make it easier to find candidates. The gap between expected and actual employment is expected to remain roughly the same over the next 5 years.



*National average values are derived by taking the national value for Packaging and Filling Machine Operators and Tenders and scaling it down to account for the difference in overall workforce size between the nation and Stanislaus County, CA. In other words, the values represent the national average adjusted for region size.

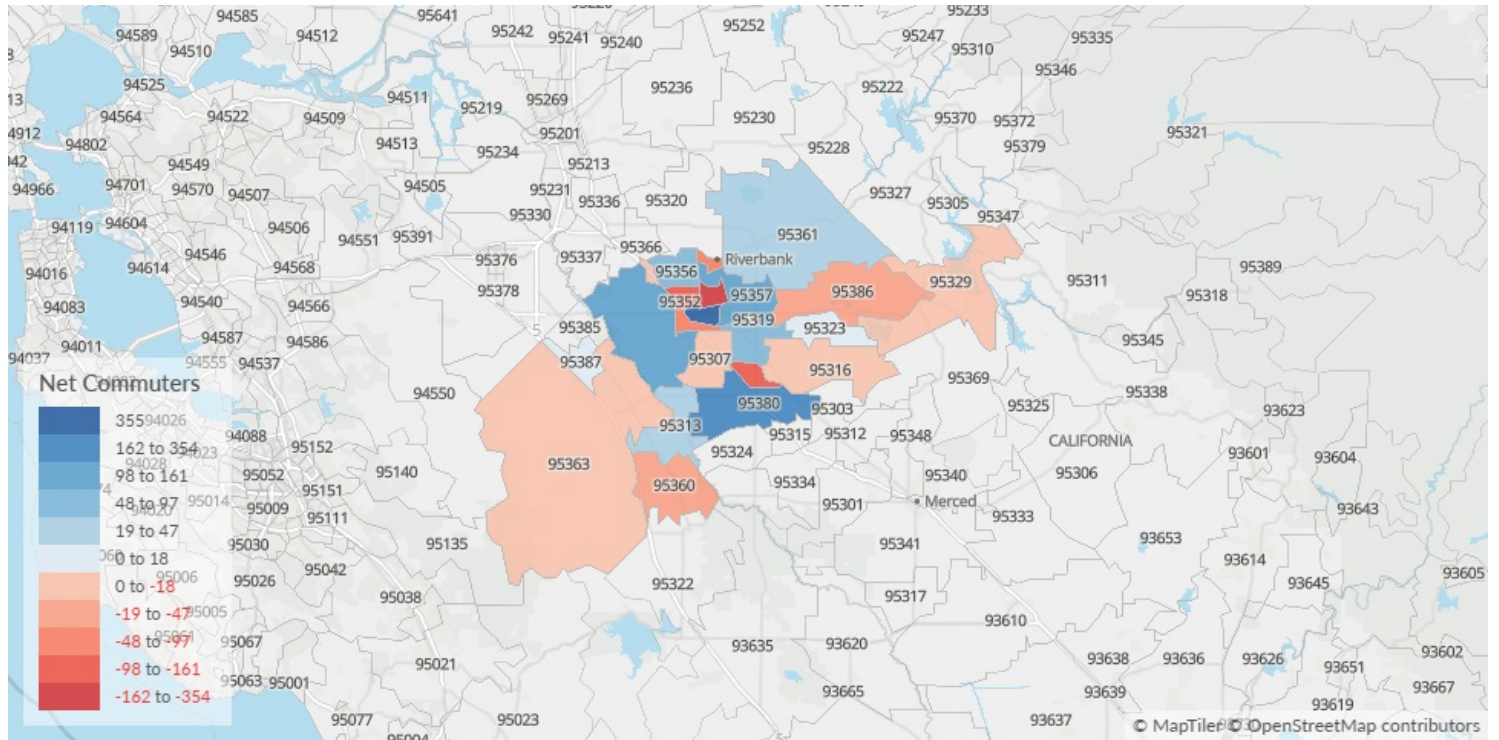
Most Jobs are Found in the Fruit and Vegetable Preserving and Specialty Food Manufacturing Industry Sector



Industry	% of Occupation in Industry (2024)
● Fruit and Vegetable Preserving and Specialty Food Manufacturing	26.4%
● Beverage Manufacturing	19.6%
● Other Food Manufacturing	14.8%
● Dairy Product Manufacturing	14.8%
● Animal Slaughtering and Processing	5.7%
● Support Activities for Crop Production	3.5%
● Other	15.1%

Place of Work vs Place of Residence

Understanding where talent in Stanislaus County, CA currently works compared to where talent lives can help you optimize site decisions. For example, the #1 ranked ZIP for employment ranks #11 for resident workers. The top ZIP for resident workers is 95355.



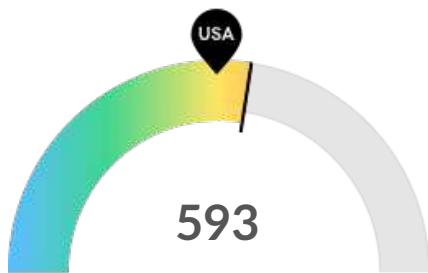
Where Talent Works

ZIP	Name	2024 Employment
95354	Modesto, CA (in Stanislaus County)	444
95380	Turlock, CA (in Stanislaus County)	360
95358	Modesto, CA (in Stanislaus County)	220
95307	Ceres, CA (in Stanislaus County)	170
95361	Oakdale, CA (in Stanislaus County)	170

Where Talent Lives

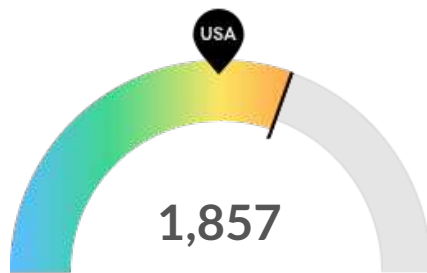
ZIP	Name	2024 Workers
95355	Modesto, CA (in Stanislaus County)	181
95307	Ceres, CA (in Stanislaus County)	181
95380	Turlock, CA (in Stanislaus County)	163
95351	Modesto, CA (in Stanislaus County)	147
95350	Modesto, CA (in Stanislaus County)	146

Retirement Risk Is High, While Overall Diversity Is High



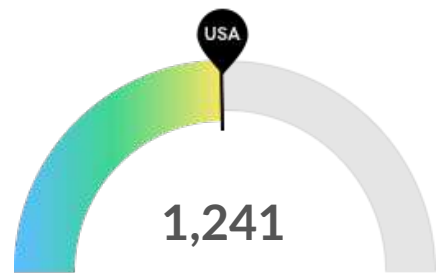
Retiring Soon

Retirement risk is high in Stanislaus County, CA. The national average for an area this size is 515* employees 55 or older, while there are 593 here.



Racial Diversity

Racial diversity is high in Stanislaus County, CA. The national average for an area this size is 1,367* racially diverse employees, while there are 1,857 here.



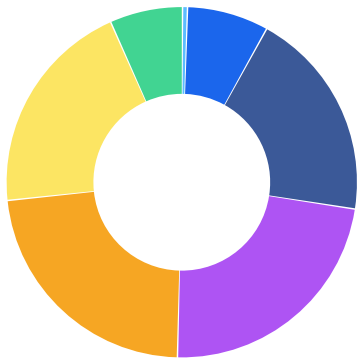
Gender Diversity

Gender diversity is about average in Stanislaus County, CA. The national average for an area this size is 1,261* female employees, while there are 1,241 here.

*National average values are derived by taking the national value for Packaging and Filling Machine Operators and Tenders and scaling it down to account for the difference in overall workforce size between the nation and Stanislaus County, CA. In other words, the values represent the national average adjusted for region size.

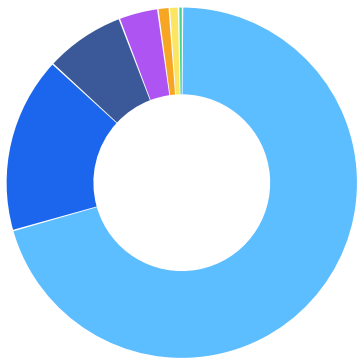
Demographic Details

Occupation Age Breakdown



		% of Jobs	Jobs
●	14-18	0.5%	10
●	19-24	7.5%	167
●	25-34	19.4%	430
●	35-44	22.9%	509
●	45-54	22.9%	509
●	55-64	20.0%	444
●	65+	6.7%	149

Occupation Race/Ethnicity Breakdown



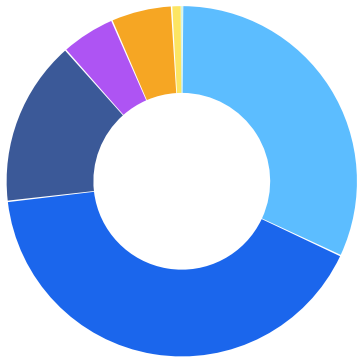
		% of Jobs	Jobs
●	Hispanic or Latino	70.5%	1,563
●	White	16.2%	360
●	Asian	7.4%	163
●	Black or African American	3.6%	80
●	Two or More Races	1.1%	23
●	Native Hawaiian or Other Pacific Islander	0.8%	19
●	American Indian or Alaska Native	0.4%	8

Occupation Gender Breakdown



	% of Jobs	Jobs
Males	44.0%	976
Females	56.0%	1,241

National Educational Attainment

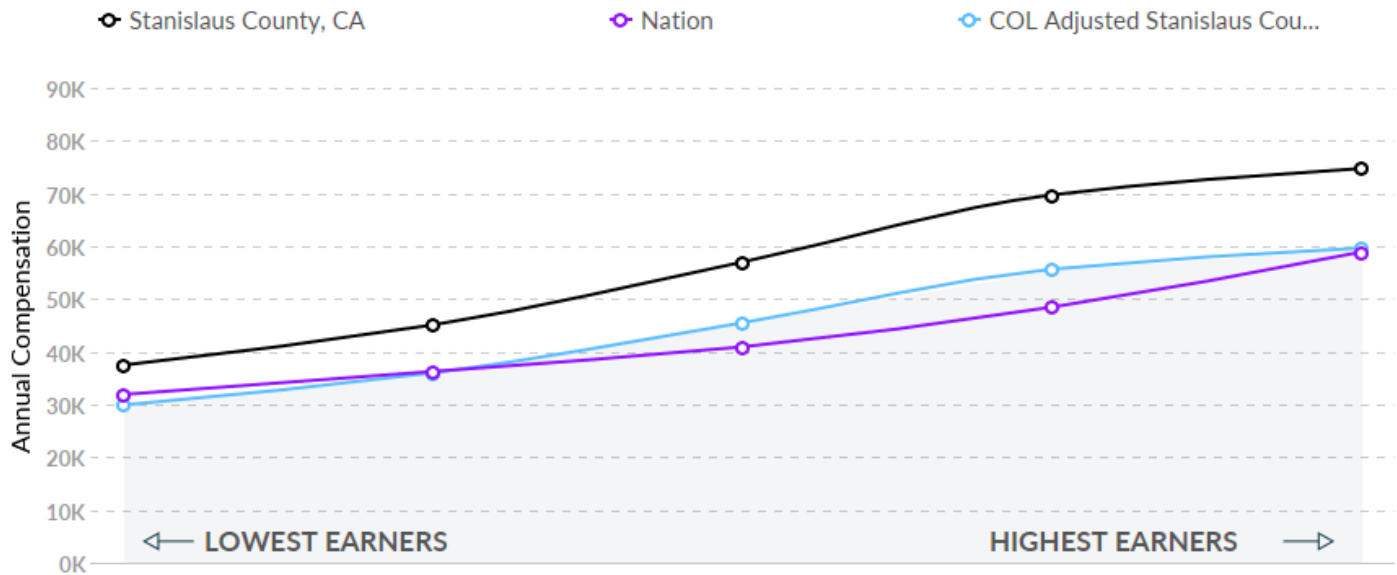


	% of Jobs
Less than high school diploma	31.9%
High school diploma or equivalent	41.2%
Some college, no degree	15.3%
Associate's degree	5.0%
Bachelor's degree	5.6%
Master's degree	0.9%
Doctoral or professional degree	0.1%

Compensation

Talent Is 39% More Expensive, While the Cost of Living Should Make Attraction Easier

In 2024, the median compensation for Packaging and Filling Machine Operators and Tenders in Stanislaus County, CA is \$56,992. Based on the national median wage of \$40,914 for this position, this means you will spend about 39% more to employ Packaging and Filling Machine Operators and Tenders here. However, their actual purchasing power will be 11% greater than the national median when we adjust for regional cost of living (which is 25% higher than average). This may make it easier to attract talent to the region at this price.



Demand



23 Employers Competing

All employers in the region who posted for this job over the last 12 months.



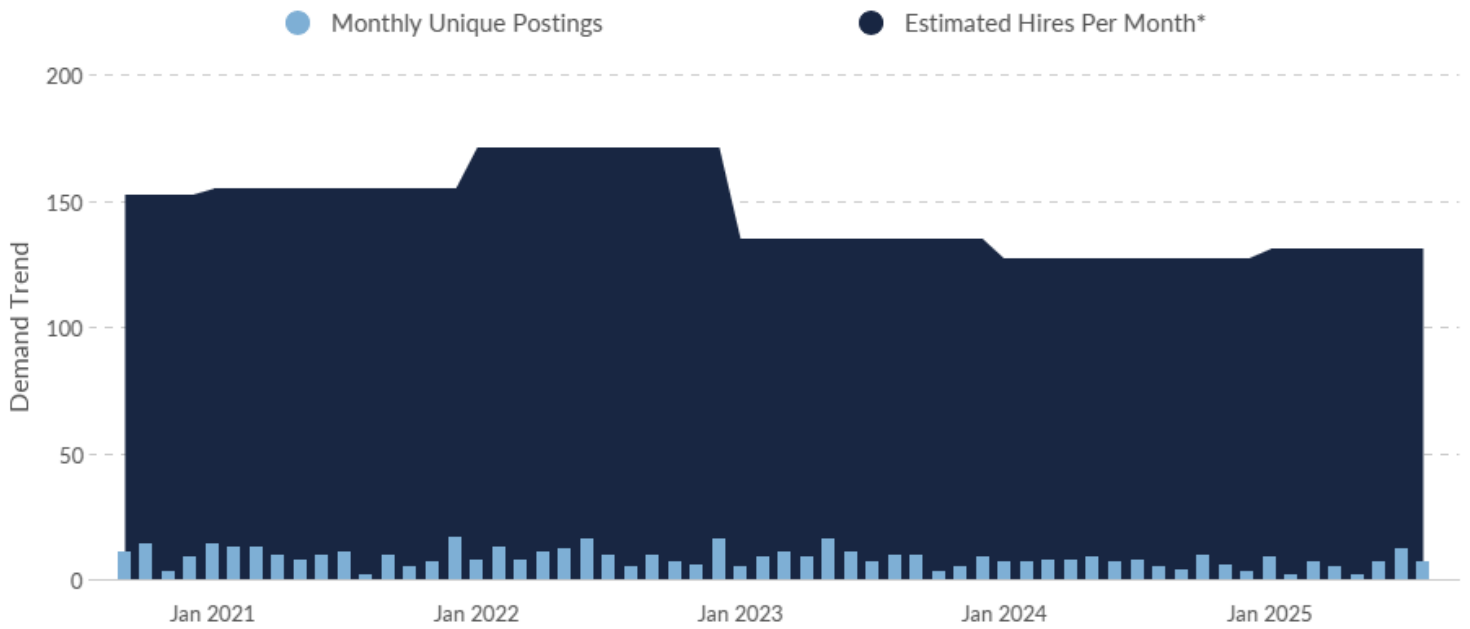
74 Unique Job Postings

The number of unique postings for this job over the last 12 months.



25 Day Median Duration

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



Occupation	Avg Monthly Postings (Sep 2024 - Aug 2025)	Avg Monthly Hires (Sep 2024 - Aug 2025)
Packaging and Filling Machine Operators and Tenders	6	129

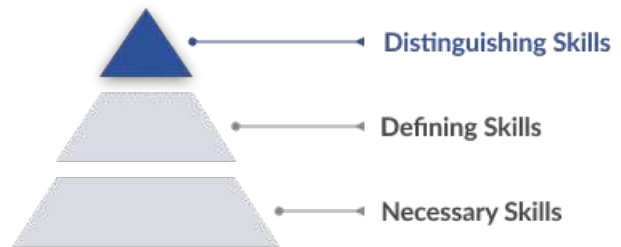
*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Lightcast hires are calculated using a combination of Lightcast jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Top Companies	Unique Postings
Dairy Farmers of America	16
SunOpta	8
Aeriz	5
Blue Diamond Growers	5
Select Harvest USA	5

Top Job Titles	Unique Postings
Packaging Operators	8
Relief Operators	8
Packaging Technicians	7
Finished Goods Planners	4
Operators	4

Top Distinguishing Skills by Demand

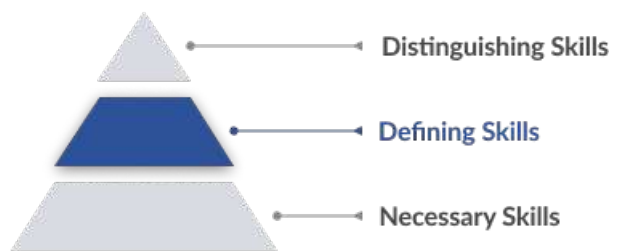
An occupation's Distinguishing Skills are the advanced skills that are called for occasionally. An employee with these skills is likely more specialized and able to differentiate themselves from others in the same role.



Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Packaging Machine Operation		3	+8.8%	Growing
Packaging Operations Management		0	0.0%	

Top Defining Skills by Demand

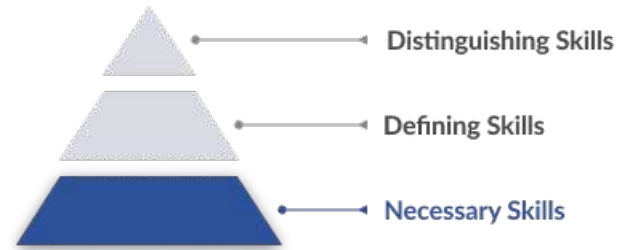
An occupation's Defining Skills represent the day-to-day tasks and responsibilities of the job. An employee needs these skills to qualify for and perform successfully in this occupation.



Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Good Manufacturing Practices	✓	48	+13.1%	Growing
Forklift Truck	✗	18	+5.5%	Stable

Top Necessary Skills by Demand

An occupation's Necessary Skills are the specialized skills required for that job and relevant across other similar jobs. An employee needs these skills as building blocks to perform the more complex Defining Skills.

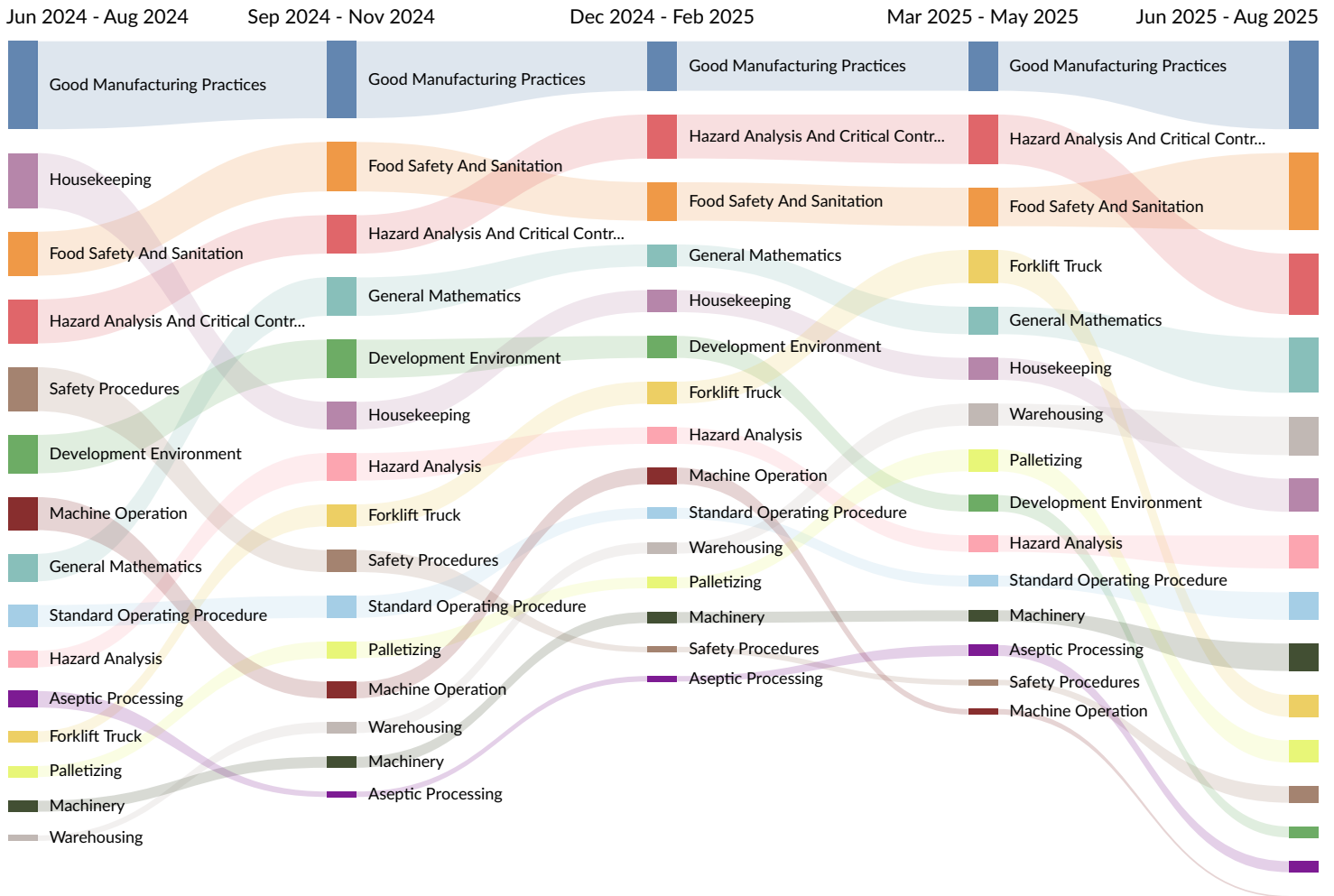


Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Food Safety And Sanitation	✘	37	+11.7%	Growing
General Mathematics	✘	26	+14.8%	Growing
Housekeeping	✘	19	+13.3%	Growing
Warehousing	✘	15	+13.0%	Growing
Standard Operating Procedure	✘	13	+9.6%	Growing
Palletizing	✘	13	+10.0%	Growing
Machinery	✘	11	+8.0%	Stable
Machine Operation	✘	7	+4.6%	Stable
Finished Good	✘	6	+4.2%	Lagging
Pallet Jacks	✘	4	+11.6%	Growing

What skills are they posting for?

Top 15 Skills for Packaging and Filling Machine Operators and Tenders Sought by Your Selected Companies by Quarter

Skills help us understand the direction an occupation is headed.



Occupation Gain and Drain

Occupation Gain and Drain

Not enough job transition data to display the chart.

Graduate Pipeline



0 Programs

0 programs can train for this job, while 0 programs have produced completers in this region.



0 Completions (2023)

The completions from all regional institutions for all degree types.



294 Openings (2023)

The average number of openings for an occupation in the region is 41.

Not enough data to show the Top Programs section.

Not enough data to show the Top Schools section.