

# City of Fontana

## Employment Trends Report



### Fontana Overview

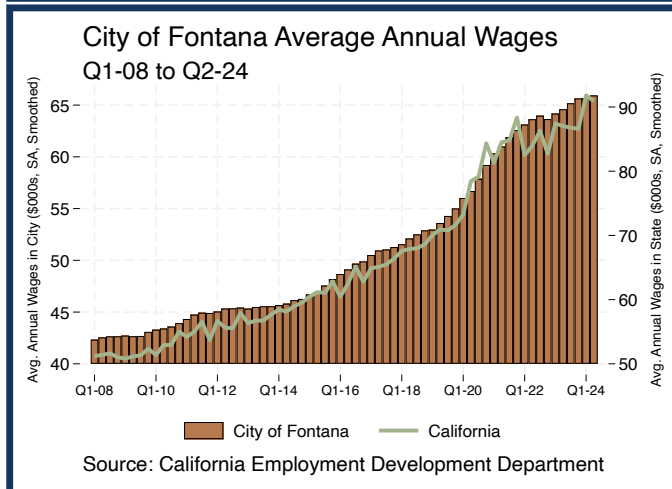
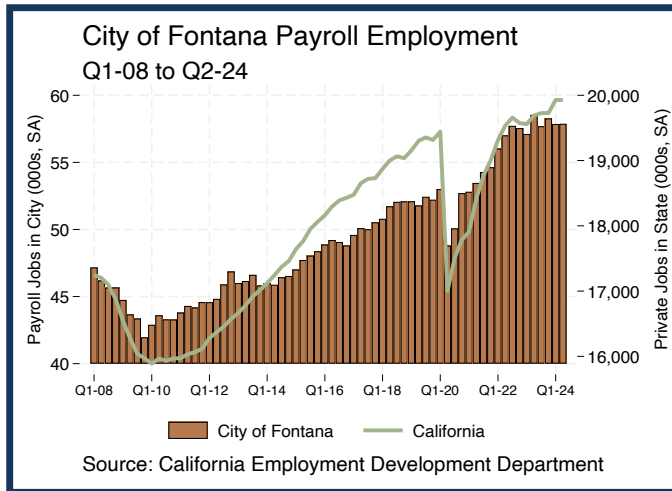
The City of Fontana's labor market retreated in the first half of 2024. Over the past year, payroll employment levels in the city fell by 1.1%, trailing the state's growth rate of 1.2%. Despite the overall decline, there was a surge in Health Care employment, which expanded in Fontana by 4.5% year-over-year, trailing California's 6.3% growth in the sector.

The increase in Health Care jobs is not surprising given the region's growing and aging population. The number of residents over the age of 65 in San Bernardino County expanded by 74,481 from 2013 to 2023, a 35.7% increase. At the subsector level, Health Care employment was somewhat mixed, Ambulatory Health Care Services (4.7%) and Social Assistance (3.1%) expanded, while employment levels at Nursing and Residential Care Facilities (-3.9%) declined.

Despite the expansion in Health Care, overall job growth in Fontana turned negative in the first part of 2024 due to declines in Administrative Support and Logistics. From the second quarter of 2023 to the second quarter of 2024, employment in Administrative Support fell by 17.5%, compared to a 2.9% decline statewide. Over the same period, employment in the Logistics sector fell by 6.4%, compared to a 1.1% increase statewide.

The decline in Logistics has been felt across the industry. Employment levels in Truck Transportation fell by 10.9% year-over-year, although that subsector has experienced a 7.3% increase over the past five years. Similarly, jobs in Warehousing and Storage fell by 5.3% year-over-year, however this subsector is still up a substantial 165% over the past five years.

Looking ahead, since Logistics is one of Fontana's most specialized industries, the Trump Administration's recently announced tariffs could have a measurable impact on Logistics-connected businesses in the city. While it is still too early to assess of the full impact of the tariffs on Fontana's Logistics sector and its broader economy, a full-scale trade war would most certainly hurt the industry and send ripple effects through the local economy. Despite the uncertainty, for now, Fontana's economy appears to be on solid ground, with low unemployment, rising wages, and near-record payroll levels.



**Table 1: Establishment Births/Deaths**

Year	Firm Births	Firm Deaths	Total Increase Net	(%)	Total Firms*
2019	182	74	+108	6.3%	1,831
2020	151	64	+87	4.8%	1,918
2021	166	90	+76	4.0%	1,994
2022	168	64	+104	5.2%	2,098
2023	142	57	+85	4.1%	2,183
2024 YTD	70	31	+39	1.8%	2,222

\*Establishments with 3 or more employees

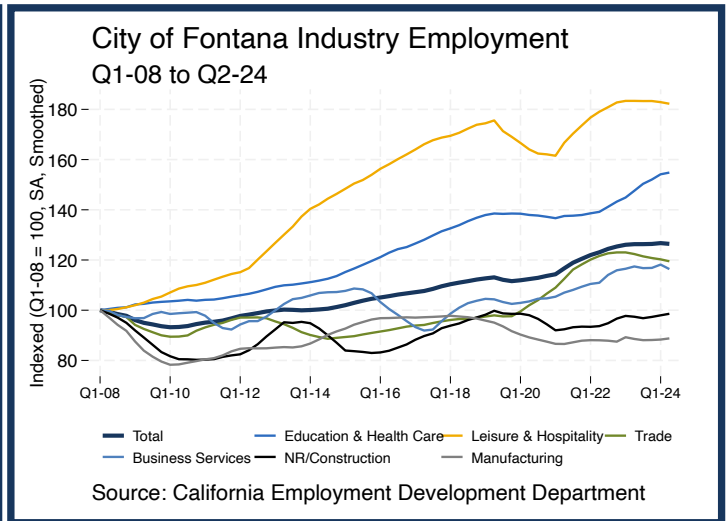
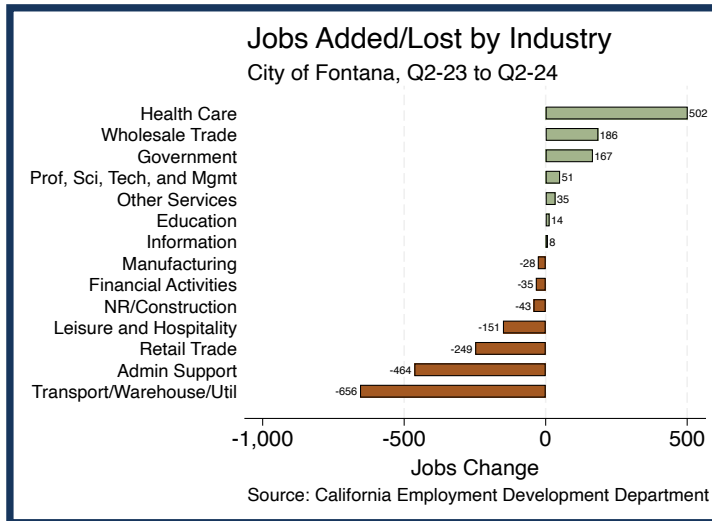
**Table 2: Employment in Q2-24 by Establishment Size**

Establishment Type	Total Employment	Growth Since Q2-23 (%)
Less than 10 Employees	9,042	2.2
10 to 49 Employees	15,909	-1.5
50 to 249 Employees	17,728	-0.7
250 or More Employees	14,902	-2.5

## Overview

- As of the second quarter of 2024, payroll employment in Fontana is 9.2% higher than its peak in the first quarter of 2020, far outpacing California's 2.5% growth over the same period.
- Education; Information; Wholesale Trade; Professional, Scientific, and Technical Services and Management; and Health Care were Fontana's fastest-growing industries between the second quarter of 2023 and the second quarter of 2024.
- At the subsector level, Clothing, Clothing Accessories, Shoe, and Jewelry Retailers; Support Activities For Transportation; and Nondurable Goods Wholesalers were the fastest growing major subsectors in Fontana over the last year.
- Wages in Fontana increased by 2.1% from the second quarter of 2023 to the second quarter of 2024, trailing California's 4.4% wage growth over the same period.
- Over the last year, wage growth in Fontana was led by Manufacturing; Professional, Scientific, and Technical Services and Management; and Transportation, Warehousing and Utilities.
- From the second quarter of 2023 to the second quarter of 2024, employment in establishments with fewer than 10 employees grew by 2.2%. In contrast, those with 10 to 49 employees (-1.5%), 50 to 249 employees (-0.7%), and 250 or more employees (-2.5%) all experienced declines.
- In March 2025, there were 1,256 active job postings in Fontana, 88 more than in 2024. Administrative Support had the highest number of active job postings at 206, up 33 over the previous year.

## Employment Growth



**Table 3: Employment by Industry: Q2-24**

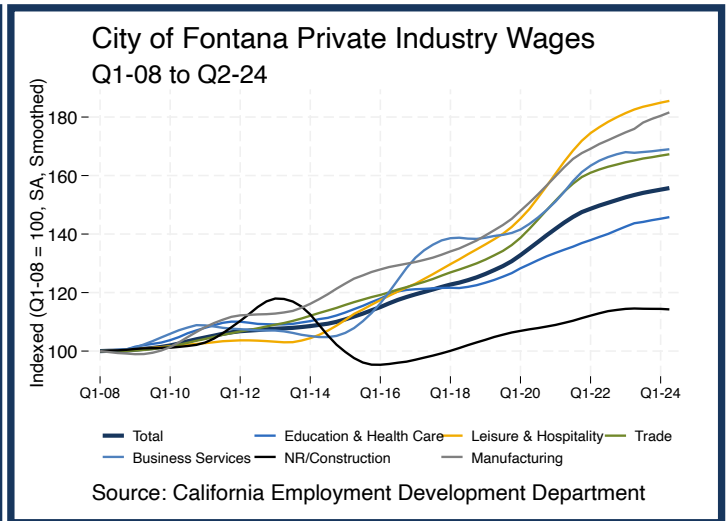
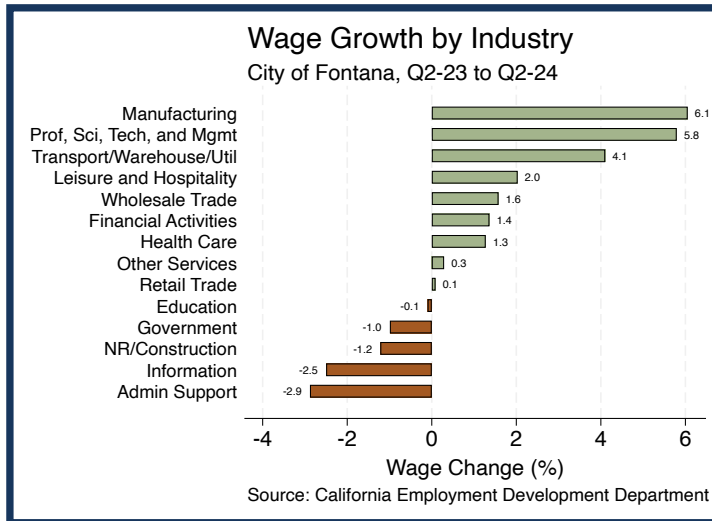
Industry	Employment (#)	Y-o-Y Growth		City Location Quotient
		City (%)	State (%)	
Health Care	11.7	+4.5	+6.3	1.3
Transport/Warehouse/Util	9.5	-6.4	+1.1	3.3
Retail Trade	8.1	-3.0	-1.5	1.7
Government	6.7	+2.5	+4.0	0.9
Leisure and Hospitality	5.5	-2.7	+0.7	0.9
Manufacturing	3.9	-0.7	-6.1	1.1
Wholesale Trade	3.9	+5.1	-1.0	2.0
Admin Support	2.2	-17.5	-2.9	0.7
NR/Construction	1.9	-2.3	+0.6	0.5
Other Services	1.8	+2.0	+2.3	1.0
Financial Activities	1.2	-2.7	-1.2	0.5
Prof, Sci, Tech, and Mgmt	1.1	+4.9	+1.8	0.2
Education	0.2	+6.0	+4.3	0.1
Information	0.2	+5.6	-4.2	0.1
<b>Total</b>	<b>57.9</b>	<b>-1.1</b>	<b>+1.2</b>	<b>1.0</b>

**Table 4: One-Year Employment Growth**

**Fastest Growing Subsectors with 250+ employees: Q2-24**

Subsector	Total Emp.	Growth (%)	Wage (\$000s)
Clothing, Clothing Accessories, Shoe, and Jewelry	477	+33.6	27.8
Support Activities For Transportation	581	+20.6	71.1
Nondurable Goods Wholesalers	721	+13.1	70.3
Nonmetallic Mineral Product Mfg	543	+8.1	146.4
Personal and Laundry Svcs.	431	+7.7	28.1
Real Estate	272	+6.2	47.0

## Wage Growth



**Table 5: Annual Average Wages by Industry: Q2-24**

Industry	Avg. Wage (\$000s)	Y-o-Y Growth City (%)	Y-o-Y Growth State (%)	City vs. State (%)*
Information	93.0	-2.5	+18.8	-66.4
Health Care	89.6	+1.3	+1.3	29.2
Prof, Sci, Tech, and Mgmt	79.7	+5.8	+13.5	-54.8
Wholesale Trade	78.8	+1.6	+3.3	-25.2
Manufacturing	77.5	+6.1	-5.8	-33.2
Transport/Warehouse/Util	73.6	+4.1	+9.5	-16.4
NR/Construction	70.3	-1.2	+3.9	-7.9
Government	69.8	-1.0	+4.2	-23.7
Financial Activities	60.2	+1.4	-0.2	-56.8
Retail Trade	46.1	+0.1	+3.6	-6.2
Other Services	44.3	+0.3	+2.0	-19.3
Admin Support	41.2	-2.9	-2.8	-35.5
Education	28.8	-0.1	+3.5	-62.4
Leisure and Hospitality	26.5	+2.0	+3.7	-36.8
Total	65.9	+2.1	+4.4	-27.5

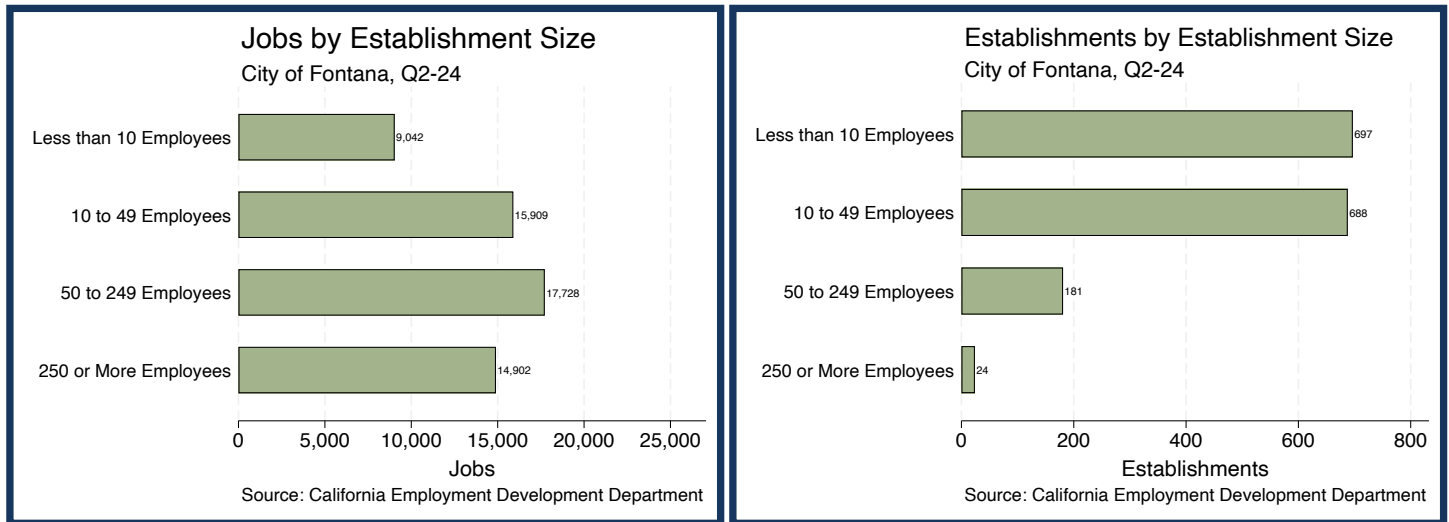
\*Industry wage relative to the average annual wage for the industry in the State

**Table 6: One-Year Wage Growth**

**Fastest Growing Subsectors with 250+ employees: Q2-24**

Subsector	Wage (\$000s)	Growth (%)	Total Emp.
Nonmetallic Mineral Product Mfg	146.4	+73.0	543
Paper Mfg	96.5	+24.4	256
Clothing, Clothing Accessories, Shoe, and Jewelr	27.8	+20.7	477
Admin and Support Svcs.	46.7	+20.6	1,908
Warehousing and Storage	77.0	+20.5	4,513
Social Assistance	26.5	+15.4	2,690

## Industry Insights



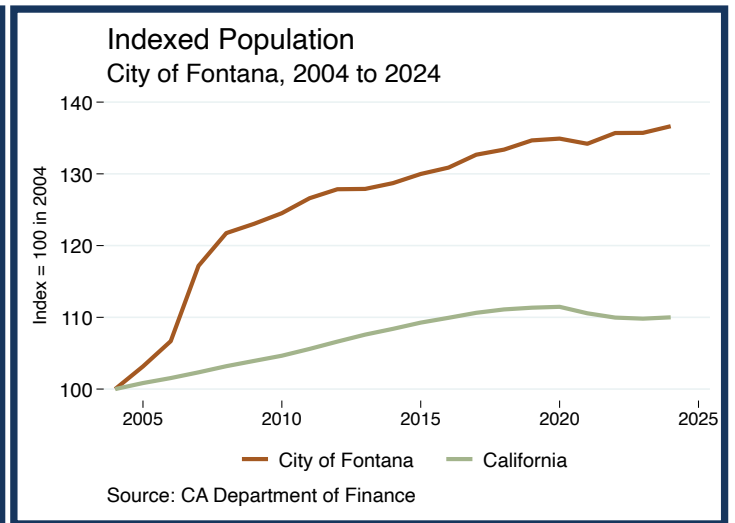
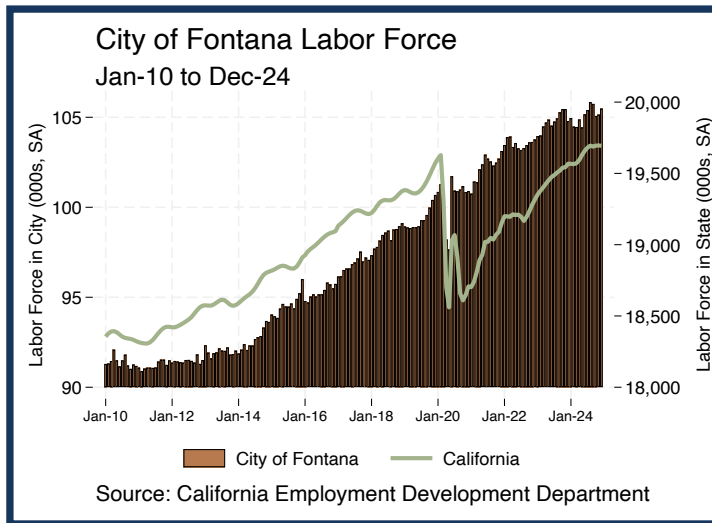
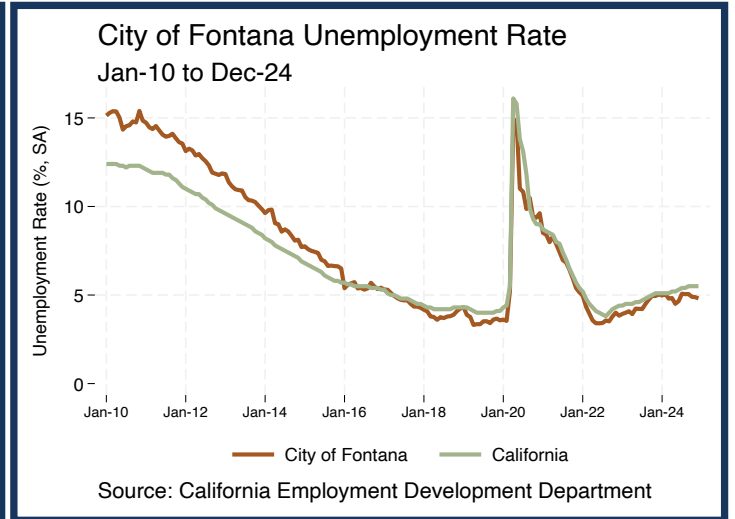
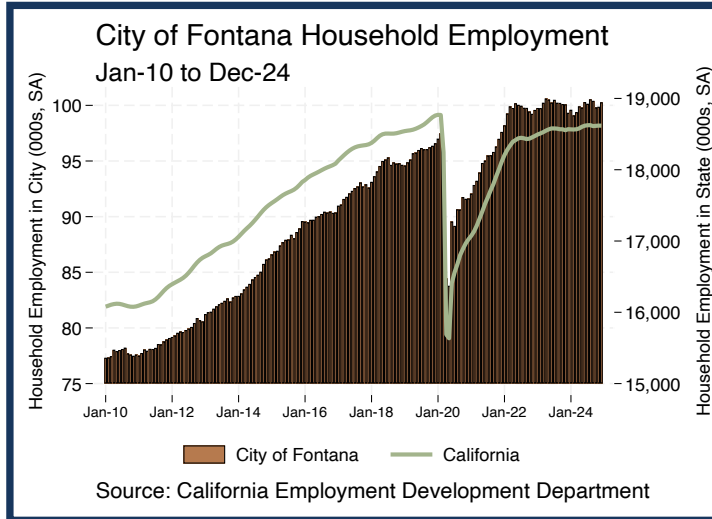
**Table 7: Logistics Subsector Employment: Q2-24**

Subsector	Employ- met (#)	1-Year Growth		5-Year Growth	
		(%)	(#)	(%)	(#)
Warehousing and Storage	4,513	-5.3	-253	+165.2	2,811
Truck Transportation	3,558	-10.9	-435	+7.3	241

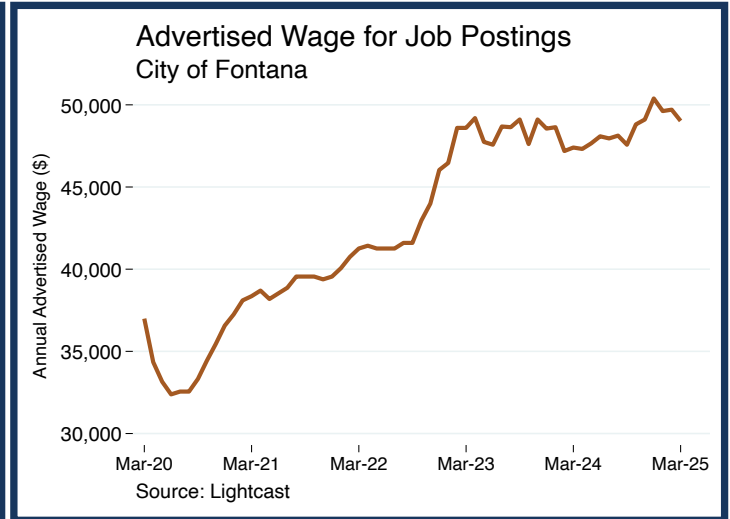
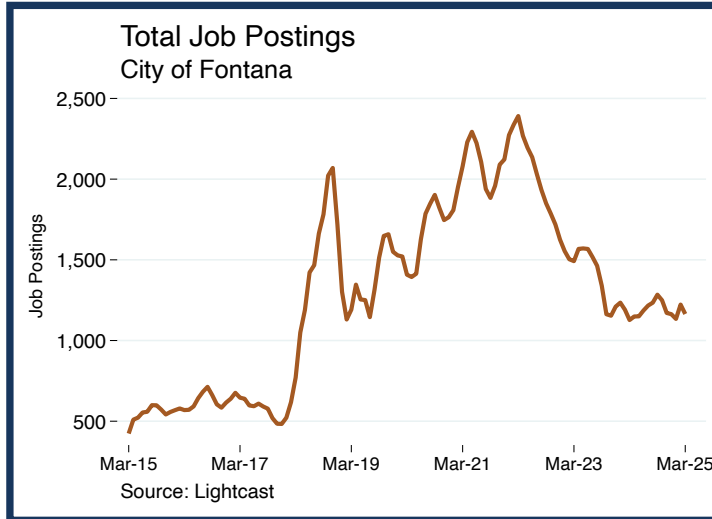
**Table 8: Manufacturing Subsector Employment: Q2-24**

Subsector	Employ- met (#)	1-Year Growth		5-Year Growth	
		(%)	(#)	(%)	(#)
Fabricated Metal Product Mfg	1,020	-0.6	-6	-4.6	-49
Nonmetallic Mineral Product Mfg	543	+8.1	+41	-17.7	-117
Plastics and Rubber Products Mfg	385	+4.6	+17	+16.9	+56
Paper Mfg	256	+3.8	+9	+3.6	+9
Wood Product Mfg	253	-20.8	-66	-20.3	-65

## Household Employment



## Job Postings



**Table 9: City of Fontana Job Postings Jobs Postings**

Industry	Job Postings Mar-24	Job Postings Mar-25	1-Year (Change)
Total	1,168	1,256	88
Admin Support	173	206	33
Health Care	136	141	5
Retail Trade	170	130	-40
Manufacturing	106	127	21
Prof, Sci, Tech, and Mgmt	79	62	-17
Transport/Warehouse/Util	67	61	-6
Financial Activities	49	54	5
Wholesale Trade	42	48	6
Leisure and Hospitality	69	44	-25
Education	2	38	36
NR/Construction	19	24	5
Other Services	34	22	-12
Information	15	8	-7
Public Administration	12	4	-8

## Data Description

The data contained within this report are derived from establishment-level payroll data furnished by the California Employment Development Department (EDD). The EDD collects employment and wage data for every establishment enrolled in the State's Unemployment Insurance program. Entities such as nonprofit organizations that employ less than 4 workers, railroad workers, and workers in school systems that are owned and operated by religious institutions are omitted from this data set.

In order to link individual establishments from one quarter to the next, Beacon Economics developed a method of cleaning, processing, and linking the raw data provided by the EDD. This process amends, adds, or deletes data items, so there will not be a one-to-one relationship between the raw EDD data and the post-process data. Here is a list of a few key steps made by Beacon Economics while processing the data.

- Matching individual establishment records over time
- Re-examining records without exact matches
- Ensuring that cleaning process has resulted in a consistent time series
- Creating consistent industry codes for establishments over time

The publication of data that would disclose an individual firm's employment or wage information is prohibited under the Bureau of Labor Statistic's guidelines of confidentiality. Aggregate data is not published if it represents fewer than three private employers or if one private employer represents 80% or more of the data.

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