

MEMORANDUM

To: Kim Kirkwood

From: Sara Phillips, Director, Far North Center of Excellence

Date: Thursday, December 9, 2021

Re: Program modification, Barbering

Background

Butte College contacted the Far North Center of Excellence to request updated labor market information for the existing Barbering program, due to changes in state licensing requirements.

This memo provides an analysis of occupational demand and program supply data to assess labor market gaps. Data is provided for the fifteen-county Far North subregion and comes from EMSI. Occupations are aligned to career education programs using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and the ONet OnLine education crosswalk. Program awards data comes from Management Information Systems (MIS) Data Mart.

Findings

What occupation is aligned to the proposed program modification?

- The middle-skill occupation that aligns with the proposed program modification is barber (SOC 39-5011).

What are the hourly wages for the studied occupation?

- Entry-level hourly wages for this occupation are below the living wage of \$12.09 for a single adult in the region (Exhibit 1).

What is the employment outlook for the studied occupation?

- Overall, employment for barbers in the Far North is projected to decrease over the next five years (Exhibit 2), with 7% projected decline.
- Between 2020 and 2025, there are projected to be 9 job openings for this occupation each year in the Far North subregion.

What does job postings data look like for the studied occupations?

- In the last 12 months (December, 2020 through November, 2021), there were 11 job postings for barbers in the Far North.

- Sport Clips was the only employer with specified job posting data (n= 4 postings).

What does training supply look like for the studied occupation?

- Butte College is the only community college in the Far North currently offering a training program for barbers. Over the last three academic years, an average of 79 awards were conferred for cosmetology and barbering (Exhibit 3).

Recommendations

- Data analysis shows an oversupply of awards (n=79) compared to occupational demand (n=9) for barbers in the Far North.
- Due to apparent oversupply, low numbers of job postings, and entry-level wages that fall below the living wage for the region, the Far North Center of Excellence recommends further evaluation of this program and related student outcomes before moving forward with the proposed program modification.

Please contact Sara Phillips, Director, Far North COE, for further information at sphillips@shastacollege.edu or 530-242-7635.

Exhibit 1. Summary of entry-level work requirements by occupation

Occupation	Skill Level	Typical Entry-Level Education	Work Experience Requirements	Typical On-the-job Training Required	Entry-level Hourly Wage
Barbers	Middle Skill	Postsecondary nondegree award	None	None	\$8.18

Exhibit 2. Occupational employment and projected demand, 2020-2025

Occupation	2020 Jobs	2025 Jobs	2020-2025 Projected Change	2020-2025 Projected % Change	2020-2025 Annual Openings
Barbers	96	89	-7	-7%	9

Exhibit 3. Far North program supply, 2017-18 through 2019-20

Program – TOP Code	College	Annual Awards 2017-18	Annual Awards 2018-19	Annual Awards 2019-20	3-Yr Annual Awards Average
Cosmetology and Barbering– 3007.00	Butte	158	34	46	79
	Far North TOTAL	158	34	46	79