

LABOR MARKET ANALYSIS

FOR PROGRAM RECOMMENDATION



FOR LABOR MARKET RESEARCH

NORTH FAR NORTH

MODERN POLICING IN THE GREATER SACRAMENTO SUBREGION

JANUARY 2025

TABLE OF CONTENTS

Summary.....	3
Introduction.....	4
Background.....	4
Report Codes.....	4
Occupational Demand.....	6
Occupational Earnings.....	8
Job Postings.....	10
About Job Postings Analysis.....	10
Top Employers and Job Titles.....	10
Most Requested Qualifications and Skills.....	12
Education and Training Requirements.....	15
Educational Supply.....	16
Community College Supply.....	18
Other Postsecondary Supply.....	19
Findings.....	20
Recommendations.....	21
Appendix A. Methodology and Sources.....	23
Appendix B. Earnings and Living Wage.....	24
Occupational Earnings.....	24
Living Wage.....	24
Comparing earnings to living wage.....	24

If, for any reason, this document is not accessible or if you have specific needs for readability, please contact us, and we will do our utmost to accommodate you with a modified version. To make a request, contact Ebony J. Benzing by email at ebony.benzing@losrios.edu.

SUMMARY

The North Far North Center of Excellence for Labor Market Research (NFN COE) prepared this report to provide an analysis of occupational demand and educational supply for occupations employed across the 22-county North Far North region.

This report aims to determine if demand in the local labor market is unmet by the supply from existing community college programs and other postsecondary training providers, with a primary focus on training that leads to living wage jobs in middle-skilled occupations. Pursuant to California Education Code §78015, labor market information (LMI) is required for all new career education certificate and degree program proposals, and the North Far North Regional Consortium (NFNRC) requires LMI to come from the NFN COE. This report should serve to satisfy those requirements.

Key findings include:

- The Greater Sacramento subregion had 9,337 modern policing jobs in 2023, projected to grow by 9% in five years, adding 803 new jobs. Job growth is faster in Greater Sacramento compared to California.
- The region is expected to have 893 annual openings, with 67% for police and sheriff's patrol officers, a role that typically aligns with community college training. Between 30% to 46% of workers in policing occupations have some college or an associate degree, aligning with community college educational offering. Additionally, local police departments typically require 60 college units for new hires, making community college certificate and associate degree a strong fit.
- While the average annual supply of policing and criminal justice programs is 1,125 awards per year, there may be a shortage of locally trained workers for police and sheriff's patrol officer positions. Currently, only two community colleges in the subregion (American River College and Sierra College) offer POST-certified police academies, and they conferred an average of 100 awards per year in the police academy TOP code compared to the 612 projected job openings for police and sheriff's patrol officers.

Recommendations include:

- In line with the Chancellor's Office guidelines, the North Far North COE recommends that Greater Sacramento community colleges with POST-certified police academies proceed with developing the Modern Policing program. Implementing this program will enable community colleges to address local law enforcement workforce demands while aligning with statewide equity initiatives.

INTRODUCTION

Background

The North Far North Center of Excellence (COE) was asked to provide labor market information for a newly proposed career education program in Modern Policing at Sierra College, a California Community College in Northern California.

Modern Policing (2105.60) is a new Taxonomy of Program (TOP) code within the California Community College system (approved May 31, 2024), developed as part of the Chancellor's Office response to [California Penal Code section 13511.1](#).¹ Per the Chancellor's Office, the intention of the Modern Policing degree program is to ensure that the state's future law enforcement is inclusive of diverse perspectives, built upon the 2020 Call to Action against systemic racism, and to advance the California Community Colleges system-wide equity goals as called out in Vision 2030.

Per a [Chancellor's Office memo issued in September 2024](#), the Modern Policing Degree is intended to be an additional option that includes elements of both the ADT and local degrees in Administration of Justice. The Chancellor's Office is encouraging colleges with existing POST-certified academies to adopt the new Modern Policing Degree model curriculum; it is optional for colleges without existing POST academies. Also, the new Modern Policing Degree is not intended to replace existing Transfer Model Curriculums or Associate Degree for Transfers in Administration of Justice or local associate degrees in Administration of Justice, Criminal Justice, or Policing.

In Spring of 2024, the Academic Senate for California Community Colleges (ASCCC) convened to develop a [model curriculum for the Modern Policing Degree](#). Per the model curriculum, ASCCC recommends that the Modern Policing pathway include courses pertinent to the Police Science (43.0107) CIP code and allows for up to 12 units for credit for prior learning (CPL).

Report Codes

This report focuses on the following Standard Occupational Classification (SOC) occupations and codes:

These middle-skill occupations require more education and training beyond a high school diploma but usually less than a four-year degree:

- Police and Sheriff's Patrol Officers (33-3051)
- Detectives and Criminal Investigators (33-3021)
- First-Line Supervisors of Police and Detectives (33-1012)

¹ Please see [California Assembly Bill 89 Modern Policing Degree Task Force Report and Recommendations](#) for additional information.

- Private Detectives and Investigators (33-9021)

A review of related programs revealed the following Taxonomy of Programs (TOP) title(s) and code(s) are appropriate for inclusion in this report:

- Modern Policing (2105.60)
- Administration of Justice (2105.00)
- Police Academy (2105.50)

The corresponding Classification of Instructional Program (CIP) title(s) and code(s) are:

- Criminal Justice/Police Science (43.0107)
- Criminal Justice/Law Enforcement Administration (43.0103)
- Criminal Justice/Safety Studies (43.0104)

OCCUPATIONAL DEMAND

Exhibit 1 summarizes the five-year projected job growth for the studied occupations in the selected subregion and across the 22-county North Far North region and California.²

Exhibit 1. Employment and projected demand, 2023-2028

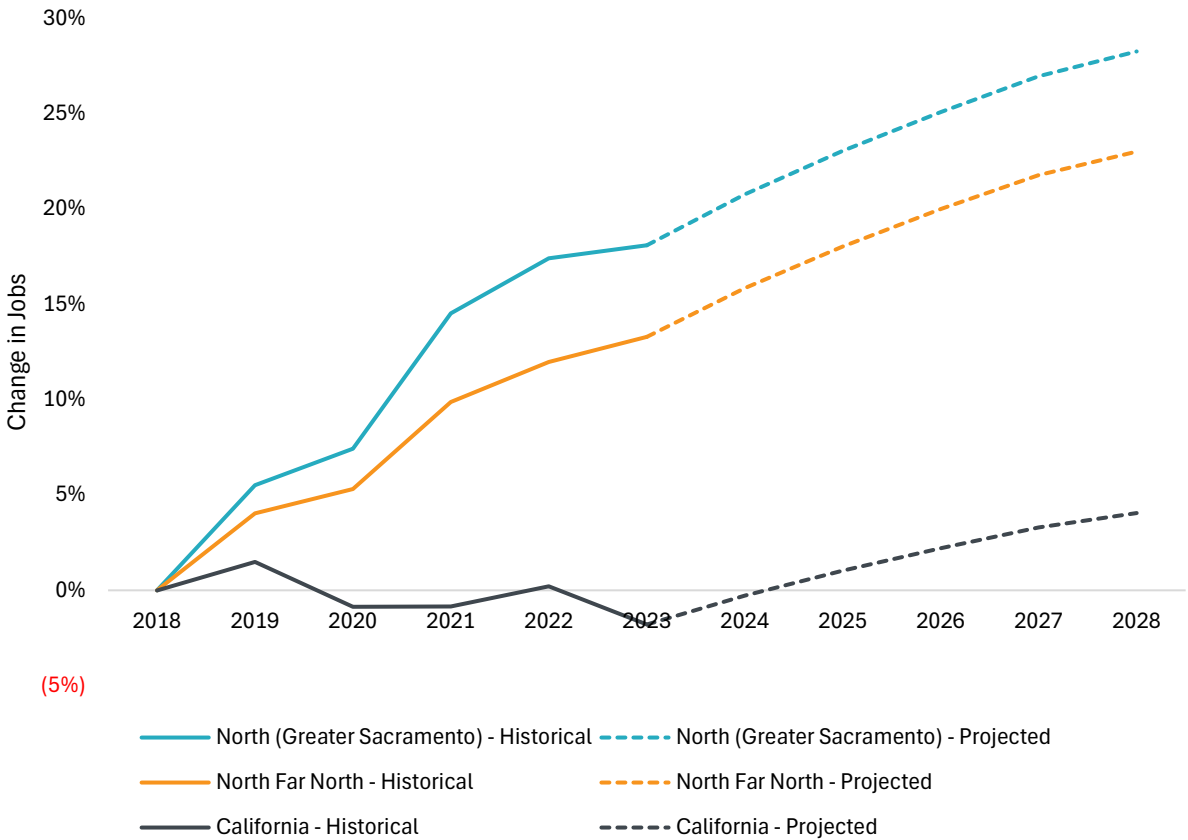
Occupation	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	2023-2028 Annual Openings
Police and Sheriff's Patrol Officers	6,292	6,854	562	9%	612
Detectives and Criminal Investigators	1,669	1,792	124	7%	151
First-Line Supervisors of Police and Detectives	921	1,029	108	12%	85
Private Detectives and Investigators	456	465	10	2%	45
Greater Sacramento Subregion	9,337	10,141	803	9%	893
Police and Sheriff's Patrol Officers	8,365	9,099	734	9%	811
Detectives and Criminal Investigators	1,795	1,936	141	8%	164
First-Line Supervisors of Police and Detectives	1,249	1,388	139	11%	114
Private Detectives and Investigators	540	550	10	2%	53
North Far North	11,949	12,973	1,024	9%	1,142
Police and Sheriff's Patrol Officers	74,007	78,499	4,492	6%	6,704
Detectives and Criminal Investigators	11,860	12,497	637	5%	1,016

² The 22-county North Far North is a dual region. It is represented by the North (Greater Sacramento) subregion that covers seven counties, including El Dorado, Nevada, Placer, Sacramento, Sutter, Yolo, and Yuba, and the 15-county Far North subregion which includes Butte, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Plumas, Shasta, Sierra, Siskiyou, Tehama, and Trinity.

Occupation	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	2023-2028 Annual Openings
First-Line Supervisors of Police and Detectives	10,264	11,028	763	7%	847
Private Detectives and Investigators	5,315	5,456	141	3%	531
California	101,446	107,480	6,034	6%	9,098

Exhibit 2 compares ten years' worth of historical and projected annual changes in employment to the base number of jobs in 2018 for the selected subregion and across the 22-county North Far North region and California.

Exhibit 2. Changes in employment, 2018-2028



OCCUPATIONAL EARNINGS

Exhibits 3 and 4 compare the percentile hourly earnings for the selected occupations to the living wage for a single working adult and a working family residing in the county of the community college district that requested this report.^{3,4} For additional information about changes to NFN COE's living wage comparisons, see Appendix B.

Requesting College	Living Wage – Working Adult	Living Wage – Working Family
Sierra College	\$23.92	\$46.86

Exhibit 3. Hourly earnings by occupation, 2023⁵

Occupation	25 th Percentile Hourly Earnings	Median Hourly Earnings	75 th Percentile Hourly Earnings
Police and Sheriff's Patrol Officers	\$40.70	\$53.10	\$65.60
Detectives and Criminal Investigators	\$40.21	\$50.77	\$61.62
First-Line Supervisors of Police and Detectives	\$62.89	\$73.17	\$84.91
Private Detectives and Investigators	\$18.56	\$23.78	\$32.40

³ Living wage is defined as the level of income one working adult with no children must earn to meet basic needs, including food, housing, transportation, healthcare, taxes, and other miscellaneous basic needs. Please note that the 25th-percentile and 75th-percentile hourly wages are used as proxy for entry-level and experienced-level wages.

⁴ A working family is defined as one working adult and one infant (between the ages of 0 and 2 years).

⁵ Please note that the 25th and 75th percentile hourly earnings are used to estimate entry-level and experienced worker wages.

Exhibit 4. Occupational hourly earnings vs. community college district's living wage



JOB POSTINGS

About Job Postings Analysis

This section of the report analyzes recent data from online job postings. Online job postings may provide additional insight into recent changes in the labor market that are not captured by historical trends. However, job postings are not the same as labor market demand; demand is based on projected annual openings.

There are several limitations to analyzing and interpreting online job postings. Employers may post a position multiple times to increase the number of job applicants. Job postings may remain online after a business chooses not to fill a position. Employers may advertise one post to fill multiple vacancies. And not all jobs are posted online.

Job posting analyses should be used to inform community college curriculum development and to identify potential employers for targeted experiential learning opportunities.

The North Far North COE identified 908 online job postings for the selected occupations across the Greater Sacramento subregion. Job posting data comes from and represents unique advertisements newly posted online during the last 12 months, from January 2024 through December 2024.

Top Employers and Job Titles

Exhibit 4 details the number of online job postings for the selected occupations across the studied subregion.

Exhibit 4. Job postings by occupation

Occupation	Unique Job Postings	Share of Job Postings
Police and Sheriff's Patrol Officers	298	33%
Detectives and Criminal Investigators	287	32%
Private Detectives and Investigators	166	18%
First-Line Supervisors of Police and Detectives	157	17%
Total Job Postings	908	100%

Exhibit 5 shows the job titles with the most job postings for the selected occupations across the studied subregion.

Exhibit 5. Jobs titles with the most job postings

Job Title	Number of Job Postings
Sheriff's Deputies	61
Investigators	42
Border Patrol Agents	35
Police Officers	32
Deputy Sheriffs	27
Special Investigators	20
Surveillance Investigators	20
Private Investigators	19
Supervising Investigators	17
Lateral Police Officers	15

Exhibit 6 shows the employers with the most job postings for the selected occupations across the studied subregion.

Exhibit 6. Employers with the most job postings

Employer	Number of Job Postings
Federal Bureau of Investigation	67
County of El Dorado	60
United States Department of Homeland Security	60
State of California	58
City of Sacramento	17
Digistream Investigations	17

Employer	Number of Job Postings
Stockton Police Department	13
City Of Elk Grove	13
University of California	13
United States Department of Veterans Affairs	11

Most Requested Qualifications and Skills

Exhibit 7 shows the certifications most requested by employers for the selected occupations across the studied subregion.

Exhibit 7. Most in-demand certifications

Certification	Job Postings
Valid Driver's License	387
Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	89
Peace Officer Standards and Training (POST) Certificate	58

Exhibit 8 shows the most requested specialized, common, and software skills for the selected occupations across the studied subregion.⁶

Exhibit 8. Most in-demand skills

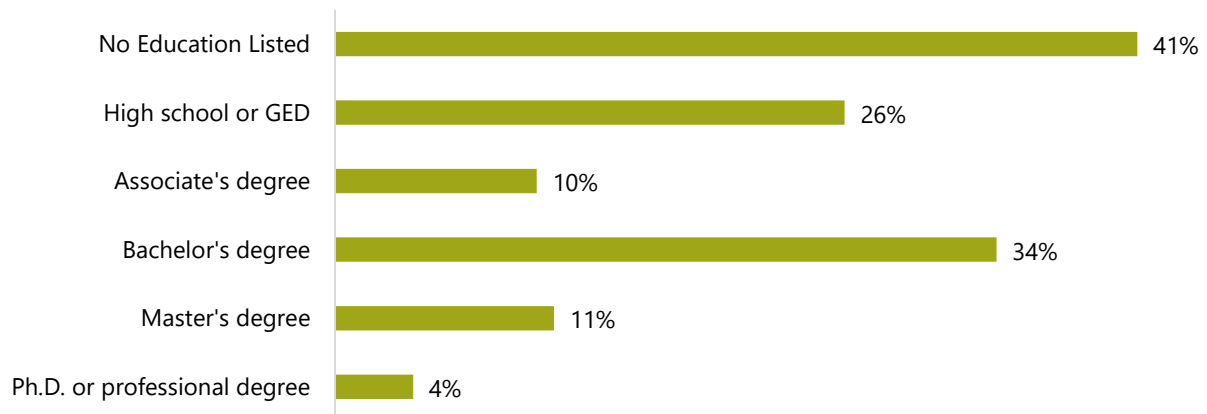
Specialized Skills	Common Skills	Software Skills
Law Enforcement	Investigation	Microsoft Office
Search Warrant	Communication	--
Law Enforcement Practices	Operations	--
Office Equipment	Management	--

⁶ Specialized skills are those primarily required to perform specific tasks in an occupation. Common skills are typically related to employability; these are skills that are prevalent across many occupations and usually include a mix of interpersonal attributes and soft skills. Software skills are specific to any software tool or programming component used to accomplish tasks in a job.

Specialized Skills	Common Skills	Software Skills
Legal Hearings	Writing	--
Contraband Detection and Control	Problem Solving	--
Rehabilitation	English Language	--
Crime Prevention	Research	--
Auditing	Tactfulness	--
Criminal Justice	Leadership	--

Exhibit 9 shows the employer-preferred minimum level of education for job postings related to the selected occupations across the subregion.

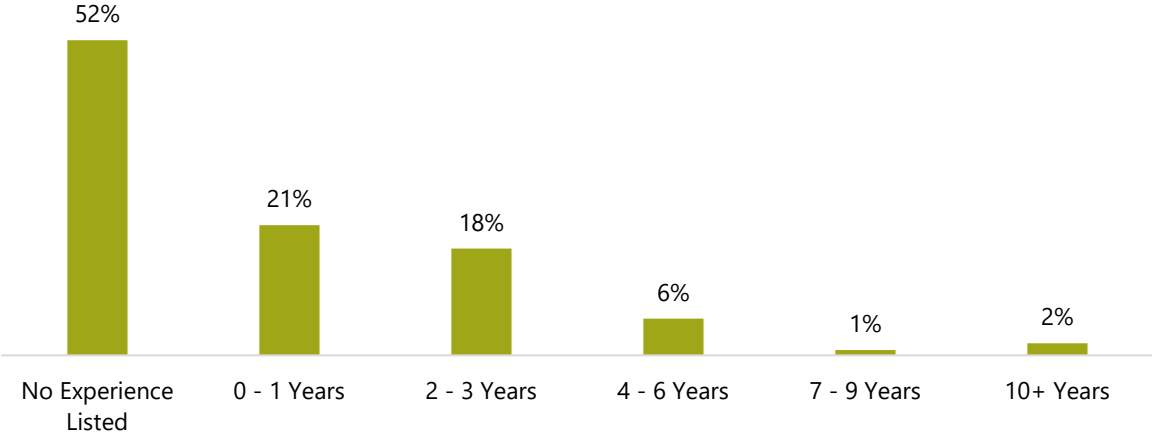
Exhibit 9. Employer-preferred education levels for the studied occupations



Note: Employers may include more than one level of education as a hiring requirement in a job posting. As a result, the values in the chart may sum to greater than 100%.

Exhibit 10 shows the employer-preferred minimum level of experience for job postings related to the studied occupations across the subregion.

Exhibit 10. Employer-preferred job experience for the studied occupations

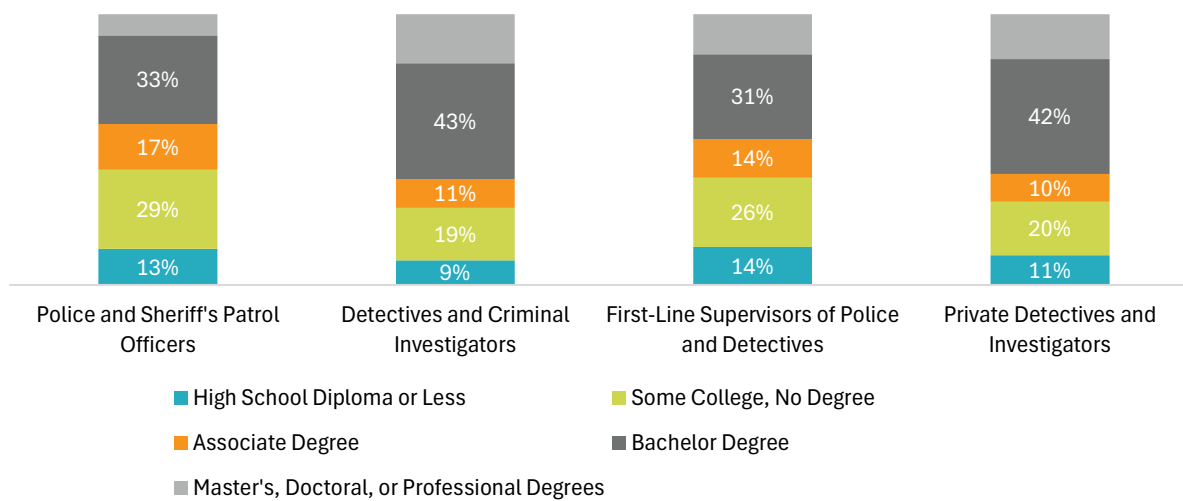


Note: Employers may include more than one level of education as a hiring requirement in a job posting. As a result, the values in the chart may sum to greater than 100%.

EDUCATION AND TRAINING REQUIREMENTS

The U.S. Census Bureau collects data on the highest education level achieved by workers across all occupations. Exhibit 11 shows the educational attainment of the current workforce employed in the studied occupations across the United States.

Exhibit 11. U.S. educational attainment for workers 25 years and older by occupation, 2019 and 2021



The U.S. Bureau of Labor Statistics (BLS) uses a categorical system to assign typical entry-level education and job requirements to each occupation for which the BLS publishes projection data. These categories include entry-level education, work experience in a related occupation, and on-the-job training. Exhibit 12 shows the typical entry-level job requirement by occupation.

Exhibit 12. Typical entry-level job requirements for the studied occupations

Occupation	Entry-level Education	Work Experience	On-The-Job Training
Police and Sheriff's Patrol Officers	HS diploma or equivalent	None	Moderate-term
Detectives and Criminal Investigators	HS diploma or equivalent	Less than 5 years	Moderate-term
First-Line Supervisors of Police and Detectives	HS diploma or equivalent	Less than 5 years	Moderate-term
Private Detectives and Investigators	HS diploma or equivalent	Less than 5 years	Moderate-term

EDUCATIONAL SUPPLY

Educational supply for an occupation can be estimated by analyzing the number of awards issued in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes. Exhibit 13 shows the TOP and CIP codes for educational programs related to the selected occupations.

Exhibit 13. TOP and CIP codes for training programs related to the selected occupations

TOP Programs and Codes	Aligned CIP Programs and Codes
<ul style="list-style-type: none"> Modern Policing (2105.60) Administration of Justice (2105.00) Police Academy (2105.50) 	<ul style="list-style-type: none"> Criminal Justice/Police Science (43.0107) Criminal Justice/Law Enforcement Administration (43.0103) Criminal Justice/Safety Studies (43.0104)

Exhibit 14. Community College Administration of Justice Programs in Greater Sacramento⁷

College	Program Title	TOP Code	Award
American River	Administration of Justice	2105.00* Administration of Justice	A.S. Degree
	Administration of Justice	2105.00* Administration of Justice	A.S. T Degree
	POST Basic Law Enforcement Academy - Modular Format	2105.50* Police Academy	Certificate 30<60 units
Folsom Lake	Administration of Justice	2105.00* Administration of Justice	A.A. Degree
Lake Tahoe	Administration of Justice	2105.00* Administration of Justice	A.S. T Degree
	Criminal Justice	2105.00* Administration of Justice	A.A. Degree

⁷ Source: The Chancellor's Office Curriculum Inventory System (COCI), <https://cociz.ccctechcenter.org/>, accessed February 4, 2025.

College	Program Title	TOP Code	Award
	Criminal Justice	2105.00* Administration of Justice	Certificate 18 + units
Sacramento City	Administration of Justice	2105.00* Administration of Justice	A.S. T Degree
	Administration of Justice	2105.00* Administration of Justice	A.S. Degree
Sierra	Administration of Justice	2105.00* Administration of Justice	A.S. T Degree
	Administration of Justice - Courts	2105.00* Administration of Justice	A.A. Degree
	Administration of Justice - Courts	2105.00* Administration of Justice	A.S. Degree
	Administration of Justice - Law Enforcement	2105.00* Administration of Justice	A.A. Degree
	Administration of Justice - Law Enforcement	2105.00* Administration of Justice	A.S. Degree
	Reserve Peace Officer	2105.00* Administration of Justice	Certificate 16<30 units
Woodland	Administration of Justice	2105.00* Administration of Justice	A.S. T Degree
	Criminal Justice Studies	2105.00* Administration of Justice	A.S. Degree
Yuba	Basic Police Academy	2105.50* Police Academy	A.S. Degree
	Basic Police Academy	2105.50* Police Academy	Certificate 30<60 units
	Law Enforcement	2105.00* Administration of Justice	A.S. Degree
	Reserve Officer Level I	2105.50* Police Academy	Certificate 16<30 units
	Reserve Officer Level II	2105.50* Police Academy	Certificate 8<16 units

Community College Supply

Exhibits 15 and 16 summarize the three-year average of certificates and degrees conferred by the selected subregion's community college programs relevant to the occupations studied.

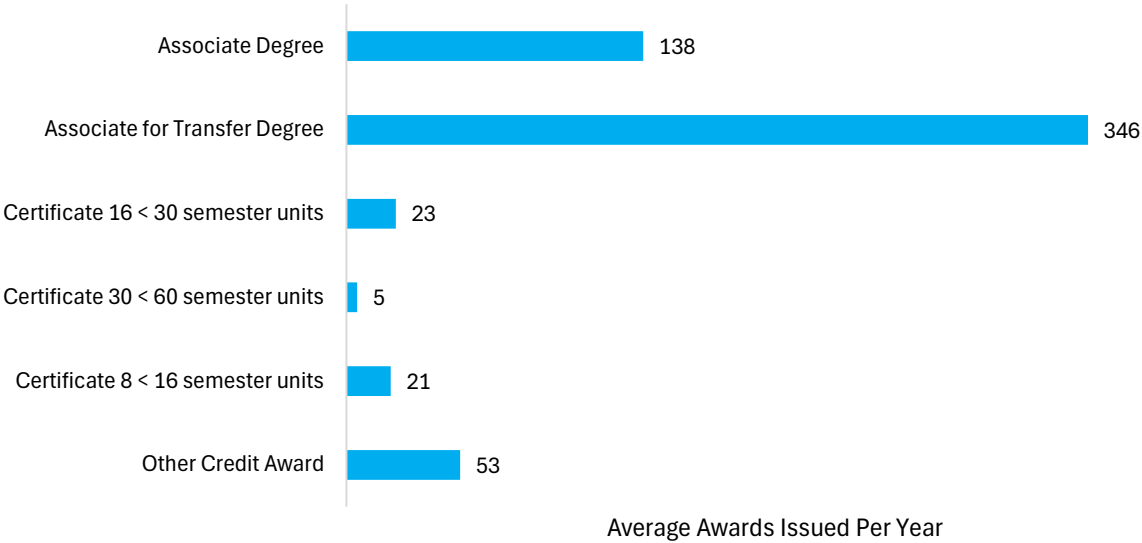
Exhibit 15. Average annual community college awards by TOP program

TOP Program and Code	College	Annual Awards 2020-21	Annual Awards 2021-22	Annual Awards 2022-23	3-Yr Annual Awards Average
Administration of Justice (2105.00)	American River	72	76	82	77
	Folsom Lake	49	47	33	43
	Lake Tahoe	16	8	24	16
	Sacramento City	132	123	125	127
	Sierra	151	167	106	141
	Woodland	51	40	34	42
	Yuba	43	43	37	41
	Subtotal	514	504	441	486
Police Academy (2105.50)	American River*	--	--	--	--
	Yuba	173	119	7	100
	Subtotal	173	119	7	100
	Grand Total	687	623	448	586

Note: Values in the table are rounded to the nearest whole number; however, subtotals and totals are calculated using unrounded values.

*American River currently offers modules II and III of the POST-certified academy and is currently working to reimplement module I to be able to offer the full program through the Sacramento Regional Public Safety Training Center.

Exhibit 16. Average annual community college awards by award type



Other Postsecondary Supply

Exhibit 16 summarizes the three-year average of certificates and degrees conferred by non-community college training providers in the selected subregion. These programs are relevant and related to the occupations studied. Please note that non-community college data often lags by one year.

Exhibit 16. Average annual postsecondary awards by CIP program

Program - CIP Code	Provider	Award Level	3-Yr Annual Awards Average
Criminal Justice/Law Enforcement Administration (43.0103)	Williams Jessup	Bachelor’s degree	7
Criminal Justice/Safety Studies (43.0104)	CSU Sacramento	Bachelor’s degree	532
Grand Total			539

FINDINGS

This report focuses on five occupations aligned to the Modern Policing career pathway: Police and Sheriff's Patrol Officers (33-3051), Detectives and Criminal Investigators (33-3021), First-Line Supervisors of Police and Detectives (33-1012), and Private Detectives and Investigators (33-9021).

Occupational Demand

- The Greater Sacramento subregion contained 9,337 modern policing jobs in 2023. These jobs are projected to increase by 9% over the next five years, adding 803 new jobs to the subregion by 2028.
 - Sixty-seven percent of 2023 jobs (6,292) and most projected job growth (562 of 803 new jobs) are for police and sheriff's patrol officers.
- Modern policing jobs are projected to grow faster in the Greater Sacramento subregion than in California.
 - The occupations with the fastest projected job growth are first-line supervisors of police and detectives (12%) and police and sheriff's patrol officers (9%).
- Over the next five years, modern policing jobs are projected to have 893 annual openings across Greater Sacramento.
 - Sixty-eight percent of job openings (612) are for police and sheriff's patrol officers.

Wages

- Analysis of wage data shows that most modern policing occupations have entry-level hourly earnings above the living wage threshold of \$23.92 per hour in Sierra's community college district. Entry-level ranges from \$40.21 to \$62.89 per hour.
- Entry-level wages for private detectives and investigators are below the living threshold at \$18.56 per hour.

Job Postings

- In the last 12 months, there were 908 online job postings for modern policing occupations. One-third of the job postings were for police and sheriff patrol officers and another third of the postings were for detectives and criminal investigators.
- Employers with the most job postings included the Federal Bureau of Investigation (67 postings), the County of El Dorado (60), the U.S. Department of Homeland Security (60), and the State of California (58).

Education and Training Requirements

- Between 30% and 46% of incumbent workers in the studied occupations have educational attainment levels consistent with community college offerings (some college or associate degrees).
- Another 31% to 43% of workers in these occupations hold a bachelor's degree.

Postsecondary Supply

- Seven Greater Sacramento community colleges offer degrees and certificates in programs related to modern policing. Over the past three academic years (2020-21 through 2022-23), these programs awarded an average of 586 certificates and associate degrees in administration of justice and police academy programs.
- Local universities also offer programs relevant to the occupations studied. Between the 2020-21 and 2022-23 academic years, these providers conferred an average of 539 bachelor's degree in career pathway programs. Note that data for non-community college awards often lags by one year.

RECOMMENDATIONS

Supply Gap

- An initial comparison of occupational demand to educational supply suggests oversupply in the policing/law enforcement career pathways. There are 893 projected annual job openings and 1,125 annual average awards conferred by community colleges and local universities across Greater Sacramento.
- However, 48% (or 539) of postsecondary awards come bachelor degree programs at CSU Sacramento and William Jessup. Per a [Fall 2021 Administration of Justice advisory meeting](#), bachelor's degree are typically required for employment with federal and state agencies such as the Department of Justice California Division and the Federal Bureau of Investigations. For local police departments, such as the Sacramento Police Department, new police officers need a minimum of 60 college units at the time of hiring. Sixty college units typically correspond to certificate or associate degree programs at community college.
- Furthermore, 67% of Greater Sacramento's policing jobs and job openings are for police and sheriff's patrol officers; this is an occupation that typically requires training through a POST-certified academy, such as those offered by community colleges, and does not require a bachelor's degree.⁸ As of January 2025, only two Greater Sacramento community colleges offer POST-certified training programs - American River College and

⁸ SB 1122 introduced by Seyarto in 2024, seeks to change the minimum educational requirement for peace officers to a bachelor's degree. (https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202320240SB1122)

Sierra College – and over the last three academic years, conferred an average of 100 awards in through their police academies. Given the demand (612 AJO), there may be a shortage of locally trained workers for police and sheriff’s patrol officers.

Living Wage

- Ninety-five percent of annual job openings (848) are in occupations that have entry-level hourly wages that meet or exceed the living wage of \$23.92 for a single working adult residing in the same county as Sierra’s community college district.

Education

- All of the studied occupations have educational training requirements that align with community college offerings. 30% to 46% of workers in these occupations have completed some college or an associate degree as their highest level of education.

In alignment with the Chancellor’s Office, the North Far North COE recommends that Greater Sacramento community colleges with POST-certified police academies move forward with the development of the Modern Policing program. Offering the modern policing program will allow community colleges to meet local policing workforce needs and to align with statewide equity initiatives.

New Program Recommendation		
<p>Move forward with the new program.</p> <p><input checked="" type="checkbox"/></p>	<p>Proceed with caution</p> <p><input type="checkbox"/></p>	<p>A new program is not recommended.</p> <p><input type="checkbox"/></p>

Program Modification	
<p>Move forward with program modifications.</p> <p><input checked="" type="checkbox"/></p>	<p>Program modifications are not recommended.</p> <p><input type="checkbox"/></p>

APPENDIX A. METHODOLOGY AND SOURCES

This report includes occupations identified by using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and the O*Net OnLine education crosswalk. This report's findings were primarily determined with labor market and educational supply data from the Bureau of Labor Statistics (BLS), Lightcast, and the California Community Colleges Chancellor's Office.

Data sources include:

"The Chancellor's Office Curriculum Inventory System (COCI)." California Community Colleges Curriculum Inventory (COCI). 2024. <https://coci2.ccctechcenter.org/>.

Glasmeier, Amy K. "Living Wage Calculator." Living Wage Calculator. 2024. <https://livingwage.mit.edu/>.

Integrated Postsecondary Education Data System (IPEDS). National Center for Education Statistics. U.S. Department of Education. <https://nces.ed.gov/ipeds/>.

Labor Market Information Division. California Employment Development Department. <https://labormarketinfo.edd.ca.gov/>.

Lightcast 2024.4; QCEW Employees, Non-QCEW Employees, and Self-Employed. <https://lightcast.io/>.
(Notes: Occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors)).

Management Information Systems (MIS) Data Mart. California Community Colleges Chancellor's Office. <https://datamart.cccco.edu/>.

O*NET OnLine. U.S. Department of Labor/Employment and Training Administration (DOL ETA). <https://www.onetonline.org/>.

The Self-Sufficiency Standard for California. The Center for Women's Welfare at University of Washington. 2024. <http://www.selfsufficiencystandard.org/>

"Taxonomy of Programs." California Community Colleges Chancellor's Office. May 2023, 7th Edition. <https://www.cccco.edu/-/media/CCCCO-Website/docs/curriculum/final-top-code-manual-2023edit-4-a11y.pdf?la=en&hash=28074BFE9915B49A7688B8BDEF0DB7E55FEB3A2C>

"TOP-CIP-SOC Crosswalk." Centers of Excellence for Labor Market Research. June 2021 Edition. <http://coecc.net/>

APPENDIX B. EARNINGS AND LIVING WAGE

Occupational Earnings

Occupational earnings data comes from the Bureau of Labor Statistics' Occupational Employment Statistics dataset. It is collected from the employer's perspective, meaning that earning data is pre-tax and based on the place of the employee's work (rather than where they live). Occupational earnings are reported based on hourly income and include base rate pay, commissions, cost of living allowances, guaranteed pay, hazard pay, incentive pay, longevity pay, production bonuses, and tips. Occupational earnings do not include bonuses, reimbursements, overtime pay, relocation allowances, severance pay, etc.

The NFN COE reports on occupational earnings using percentile earnings. Percentile earnings are typically broken into 10th, 25th, 50th (median), 75th, and 90th percentiles and are used to show the distribution of wages for workers employed within an occupation. For example, the 25th percentile hourly earnings for childcare workers employed across the North Far North (NFN) region is \$15.50. This means that in 2023, 25% of the North Far North's childcare workers earned up to but no more than \$15.50 per hour. Childcare workers in the North Far North have a 90th percentile wage of \$23.72, meaning that 90% of childcare workers employed across the region earn up to \$23.72 per hour. The Centers of Excellence use the 25th and 75th percentile hourly wages to estimate wages for entry-level and experienced workers.

Living Wage

A living wage is the level of income one adult working full-time must earn to meet their minimum basic needs where they live, all while being self-sufficient. The basic needs that factor into a living wage calculation include food, housing, childcare (for those with children), healthcare, transportation, broadband and mobile access, taxes, and other necessities (like clothing, personal care products, and household furnishings and supplies).

This report provides an estimate of the living wage for each community college district and uses the living wage for a single, working adult without dependents. A working adult is assumed to work 2,080 full-time hours, which is equivalent to 40 hours a week for 52 weeks per year.

In October 2024, the NFN COE switched from the [MIT Living Wage Calculator](#) (last updated February 2024) to [University of Washington's Self-Sufficiency Standard](#) (last updated March 2024; released September/October 2024). This change allows the COE to use living wage data that is aligned with the Chancellor's Office metrics. The NFN COE will revise this practice as needed to ensure continued alignment with the Chancellor's Office.⁹

Comparing earnings to living wage

Prior to the 2024-25 fiscal year, the NFN COE compared the 25th percentile hourly earnings of an occupation employed in the subregion to a subregional average living wage for one single, working adult (no dependents) residing in a county located in the North or Far North subregions.

Beginning October 2024, the NFN COE will compare the 25th percentile hourly earnings of an occupation

⁹ Last revised: 10/29/2024. Changed living wage source from MIT to U of W.

employed in the subregion to the living wage for one single, working adult (no dependents) residing in the same county as the community college district that initially requested this report. This change aligns with the definition used by the Chancellor's Office to determine the proportion of students who attained a living wage after exiting the California Community College system in the Student Success Metrics (SM 802Sx) and Community College Pipeline (CP 802). The NFN COE will revise this practice as needed to ensure continued alignment with the Chancellor's Office.¹⁰

Hourly Living Wage by Community College District Office County Location¹¹

Region	Community College District	Location of District Office (County)	One Adult	One Adult + One Infant
Far North	Butte-Glenn	Butte	\$16.77	\$34.02
	Feather River	Plumas	\$15.11	\$32.84
	Lassen	Lassen	\$14.81	\$31.51
	Mendocino-Lake	Mendocino	\$17.06	\$35.70
	Redwoods	Humboldt	\$16.59	\$34.44
	Shasta-Tehama-Trinity Joint	Shasta	\$16.99	\$35.35
	Siskiyou Joint	Siskiyou	\$14.51	\$30.71
North	Lake Tahoe	El Dorado	\$22.11	\$44.25
	Los Rios	Sacramento	\$21.17	\$41.91
	Sierra Joint	Placer	\$23.92	\$46.86
	Yuba	Sutter	\$17.08	\$34.41
California	Minimum wage -- All industries, except fast food and healthcare		\$16.00	
	Minimum wage -- Fast food (effective April 1, 2024)		\$20.00	
	Minimum wage -- Healthcare (effective October 16, 2024)		\$18-23, depends on facility type	

¹⁰ Last revised: 10/29/2024. Changed from "median hourly earnings" to "25th percentile hourly earnings."

¹¹ Sources include: 1) The Self-Sufficiency Standard for California, The Center for Women's Welfare at University of Washington, <https://selfsufficiencystandard.org/California/> and 2) State of California Department of Industrial Relations, https://www.dir.ca.gov/dlse/minimum_wage.htm. Table was last revised: 10/29/2024. Updated source data from MIT to U of W.



FOR LABOR MARKET RESEARCH

NORTH FAR NORTH

Funding Acknowledgement: This report was made available through Strong Workforce Program funding from the North Far North Regional Consortium and the California Community Colleges Chancellor's Office Economic and Workforce Development Grant.

Important Disclaimer: All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. Efforts have been made to qualify and validate the accuracy of the data and the reported findings; however, neither the Centers of Excellence, COE host District, nor California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipient community colleges, or their representatives based upon components or recommendations contained in this study.

© 2025 California Community Colleges Chancellor's Office,
Centers of Excellence for Labor Market Research, Economic and
Workforce Development Program

**FOR MORE INFORMATION,
PLEASE CONTACT:**

The North Far North Center of
Excellence for Labor Market
Research

Ebony J. Benzing, Co-Director
ebony.benzing@losrios.edu