



July 16, 2025

Michell Williams
Dean of Instruction
Lassen Community College
478-200 HWY 139
Susanville, CA 96130

Dear Ms. Williams,

Subject: Summary of Key Findings for Proposed Bachelor's Degree in Public Safety Management

The North Far North Center of Excellence for Labor Market Research (NFN COE) has completed a labor market analysis in support of Lassen Community College's application to offer a Bachelor's degree in Public Safety Management. This letter summarizes the key findings from our report and is organized to address the primary questions of workforce need, wage potential, and employer preferences for candidates with a baccalaureate degree.

- **Evidence of a Regional Supply-Demand Gap for Workers with Baccalaureate Degrees**
Our analysis shows a potential supply-demand gap for workers with baccalaureate degrees in Public Safety Management across the region. Data on projected job openings for the next ten years indicate that the demand for qualified professionals in this field exceeds the current supply of graduates from similar programs. Specifically, there are projected to be 1,696 annual job openings in the region through 2033, and 754 associate degrees and 667 bachelor's degrees are awarded on average, suggesting a supply gap of 275 unfilled jobs in the region. In California, our analysis indicates a slight oversupply as there are projected to be 12,349 annual job openings and 12,820 awards conferred. The regional potential workforce gap suggests a need for additional baccalaureate-level training to meet employer demand in the North Far North region.
- **Evidence that Employers Are Willing to Pay Baccalaureate Degree Holders a Regional Living Wage**
Based on our wage analysis, workers with a baccalaureate degree in Public Safety Management are likely to earn a wage that meets or exceeds the regional living wage. Specifically, data indicate that the 25th percentile salary for entry-level positions in this field for baccalaureate degree holders is \$36 per hour, which compares favorably to the regional living wage benchmark of \$22.54 for a single adult or a single parent with one child. This confirms that graduates of the proposed program can expect to earn wages that meet local living standards.
- **Evidence that Employers Are Willing to Pay Baccalaureate Degree Holders More than Those with an Associate Degree or No Postsecondary Degree**
The analysis reveals a clear wage difference for individuals holding a baccalaureate degree



compared to those with an associate degree or no postsecondary education. On average, job postings and salary data show that employers seeking candidates with a bachelor's degree for public safety management occupations in the region are advertising annual salaries that are more than \$53,760 higher than those seeking candidates with a high an associate degree or no degree. Furthermore, an analysis of median advertised salary trends between 2019 and 2023 indicates employers paid baccalaureate degree holders nearly \$8 more per hour than workers without postsecondary education. This wage differential underscores the added value of a baccalaureate degree in this field.

- **Evidence that Employers Prefer Candidates with the Proposed Baccalaureate Degree**
Employer feedback and job posting analysis provide mixed results regarding the preference for candidates with a baccalaureate degree. While some employers in the region express a preference for higher educational qualifications, the data indicate that a bachelor's degree is not necessary to enter the area of public safety management. Although 47% of employers did not list an educational requirement in job postings, 31% of job postings for entry-level positions list a bachelor's degree or as either a requirement or a preferred qualification (an additional 8% requested a master's degree or higher). Therefore, while there is some employer demand for candidates with a baccalaureate degree, it is not universally required.

In summary, the labor market data indicate a potential regional supply-demand gap for workers with baccalaureate degrees in public safety management, and employers are generally willing to offer competitive wages that meet the regional living wage. Additionally, there is evidence of a wage premium for baccalaureate degree holders compared to those with an associate degree or no postsecondary education. However, the preference for a baccalaureate degree among employers is not uniformly strong across all occupations targeted by the proposed program.

Please find the full labor market report attached for a detailed review of the data and analysis. Should you have any questions or need further clarification, feel free to contact us.

Sincerely,

Sara Phillips
Co-Director
North Far North Center of Excellence for Labor Market Research
Hosted by Shasta College
(530) 395-8538
sphillips@shastacollege.edu