

LABOR MARKET ANALYSIS

FOR COMMUNITY COLLEGE
BACCALAUREATE DEGREE PROGRAM
DEVELOPMENT



FOR LABOR MARKET RESEARCH

NORTH FAR NORTH

PUBLIC SAFETY MANAGEMENT
IN THE NORTH FAR NORTH REGION

NORTH FAR NORTH

DECEMBER 2024

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SUMMARY

The North Far North Center of Excellence for Labor Market Research (NFN COE) prepared this report to provide an analysis of workforce need, wage potential, and employer preferences for candidates with a baccalaureate degree 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 training programs, whether employers pay baccalaureate degree holders a living wage, whether employers pay baccalaureate degree holders more than those with an Associate degree or no postsecondary degree, and whether employers prefer candidates with a baccalaureate degree.

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:

- Over the next 10 years, public safety management jobs are projected to have 1,696 annual openings in the North Far North compared to 667 average annual awards of baccalaureate degrees. The demand for public safety management jobs may be overstated due to the inclusion of firefighter and police officer occupations in the study. Individuals do not typically need a four-year degree to access firefighter jobs, and prior to The Peace Officers Education and Age Conditions for Employment Act of 2022 (CA), AB 89 Jones-Sawyer), the typical entry-level education requirement for police officers was a HS diploma.
- Analysis of wages from job postings suggest that overall employers are willing to pay workers with a bachelor's degree \$1 to \$26 more per hour than those with a high school diploma or associate degree in the North Far North. These wages are above the average living wage for the region.
- Analysis does not show that a bachelor's degree is necessary to enter the area of public safety management.
- Entry-level positions for firefighters and police officers generally require specialized training from fire or police academies. While a bachelor's degree in public management may not guarantee access to these entry-level roles, it can offer current professionals an opportunity to advance into supervisory and management positions within public safety.

INTRODUCTION

The North Far North Center of Excellence (COE) was asked to provide labor market information for a newly proposed Baccalaureate program at Lassen Community College. The goal of this analysis is to identify management roles requiring bachelor's degrees in public safety organizations, especially law enforcement and firefighting agencies.

Though the proposed program will not train firefighters specifically, this occupation is included in the analysis because there may be opportunity for higher wages with attainment of a bachelor's degree.

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

- Firefighters (33-2011)
- First-Line Supervisors of Correctional Officers (33-1011)
- First-Line Supervisors of Firefighting and Prevention Workers (33-1021)
- First-Line Supervisors of Police and Detectives (33-1012)
- Police and Sheriff's Patrol Officers (33-3051)
- Probation Officers and Correctional Treatment Specialists (21-1092)

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

- Administration of Justice (2105.00)
- Fire Technology (2133.00)

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

- Corrections (43.0102)
- Criminal Justice and Corrections, General (43.0100)
- Criminal Justice/Law Enforcement Administration (43.0103)
- Criminal Justice/Safety Studies (43.0104)
- Fire Prevention and Safety Technology/Technician (43.0201)
- Fire Science/Fire-fighting (43.0203)
- Fire Services Administration (43.0202)
- Fire/Arson Investigation and Prevention (43.0205)

OCCUPATIONAL DEMAND

Exhibit 1 summarizes the ten-year projected job growth for the studied occupations across the 22-county North Far North region and California.¹

Exhibit 1. Employment and projected demand, 2023-2033

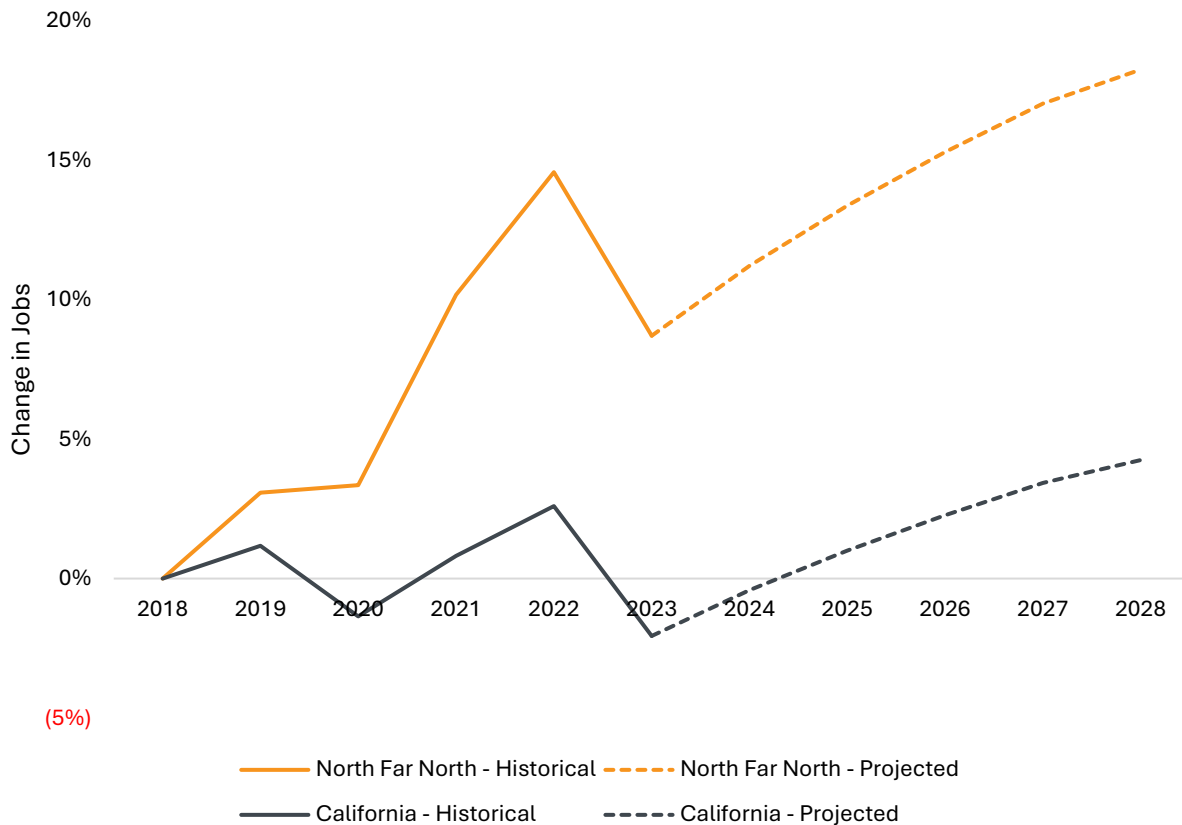
Occupation	2023 Jobs	2033 Jobs	2023-2033 Change	2023-2033 % Change	2023-2033 Annual Openings
Police and Sheriff's Patrol Officers	8,365	9,620	1,255	15%	813
Firefighters	4,405	5,004	599	14%	410
Probation Officers and Correctional Treatment Specialists	1,867	2,174	307	16%	185
First-Line Supervisors of Police and Detectives	1,249	1,488	239	19%	113
First-Line Supervisors of Correctional Officers	962	1,096	134	14%	98
First-Line Supervisors of Firefighting and Prevention Workers	973	1,116	143	15%	77
North Far North	17,821	20,499	2,678	15%	1,696
Police and Sheriff's Patrol Officers	74,007	81,737	7,730	10%	6,716
Firefighters	28,926	32,554	3,628	13%	2,647
Probation Officers and Correctional Treatment Specialists	13,713	14,960	1,247	9%	1,207
First-Line Supervisors of Police and Detectives	10,264	11,588	1,323	13%	846
First-Line Supervisors of Firefighting and Prevention	6,419	7,296	877	14%	501

¹ 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	2033 Jobs	2023-2033 Change	2023-2033 % Change	2023-2033 Annual Openings
Workers					
First-Line Supervisors of Correctional Officers	4,660	5,081	421	9%	432
California	137,989	153,215	15,226	11%	12,349

Exhibit 2 compares 10 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 region.^{2,3}

Region	Living Wage – Working Adult	Living Wage – Working Family
North Far North	\$22.54	\$39.09
California	\$27.32	\$47.96

Exhibit 3. Hourly earnings by occupation in the North Far North, 2023⁴

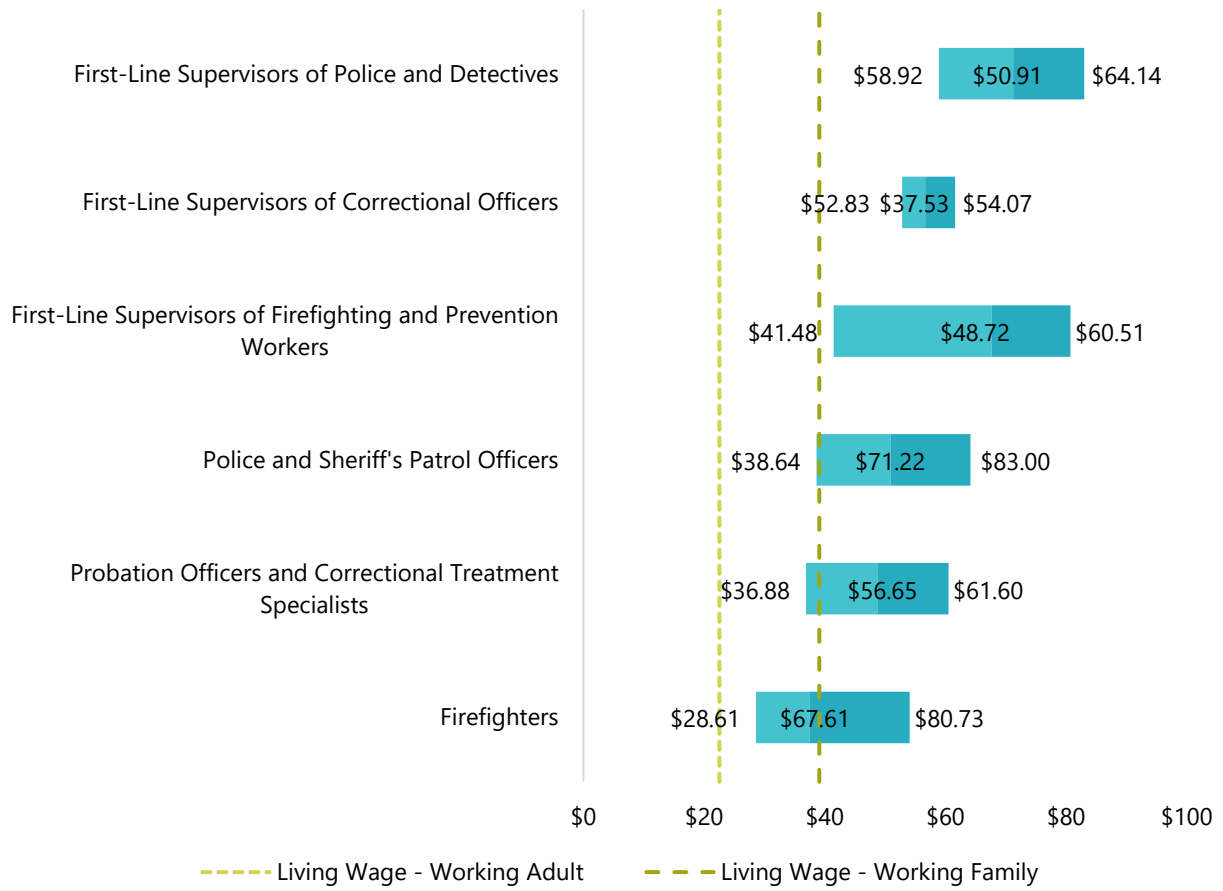
Occupation	25 th Percentile Hourly Earnings	Median Hourly Earnings	75 th Percentile Hourly Earnings
First-Line Supervisors of Police and Detectives	\$58.92	\$71.22	\$83.00
First-Line Supervisors of Correctional Officers	\$52.83	\$56.65	\$61.60
First-Line Supervisors of Firefighting and Prevention Workers	\$41.48	\$67.61	\$80.73
Police and Sheriff's Patrol Officers	\$38.64	\$50.91	\$64.14
Probation Officers and Correctional Treatment Specialists	\$36.88	\$48.72	\$60.51
Firefighters	\$28.61	\$37.53	\$54.07

² 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.

³ A working family is defined as one working adult and one infant (between the ages of 0 and 2 years).

⁴ 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. North Far North region 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 1,006 online job postings for the selected occupations across the North Far North region, and 314 online job postings in which employers were requesting a bachelor’s degree as the educational requirement. Across California, there were 7,349 online job postings for the selected occupations. Job posting data comes from and represents unique advertisements newly posted online during the last 12 months, from November 2023 through October 2024.

Top Employers and Job Titles

Exhibit 5 details the number of online job postings for the selected occupations across the North Far North region.

Exhibit 5. Job postings by occupation

Occupation	Unique Job Postings	Share of All Job Postings	Share Requiring Bachelor’s Degree
Police and Sheriff’s Patrol Officers	466	46%	65%
First-Line Supervisors of Police and Detectives	231	23%	13%
Probation Officers and Correctional Treatment Specialists	150	15%	14%
Firefighters	98	10%	4%

Occupation	Unique Job Postings	Share of All Job Postings	Share Requiring Bachelor's Degree
First-Line Supervisors of Firefighting and Prevention Workers	54	5%	5%
First-Line Supervisors of Correctional Officers	7	1%	0%
Total Job Postings	1,006	100%	100%

Exhibit 6 shows the job titles with the most job postings for the selected occupations across the North Far North region.

Exhibit 6. Jobs titles with the most job postings

Job Title	Number of All Job Postings	Number of Job Postings Requiring a Bachelor's
Border Patrol Agents	91	81
Sheriff's Deputies	65	12
Deputy Sheriffs	54	12
Police Officers	50	13
Wildland Firefighters	46	6
Deputy Probation Officers	42	19
Law Enforcement Interns	33	33
Firefighters	23	0
Deputy District Attorneys	22	6
Sheriff's Sergeants	21	3

Exhibit 7 shows trends for median hourly wages for candidates based on educational attainment for the studied occupations across the North Far North region.

Exhibit 7. Median advertised hourly trends by education level in job postings

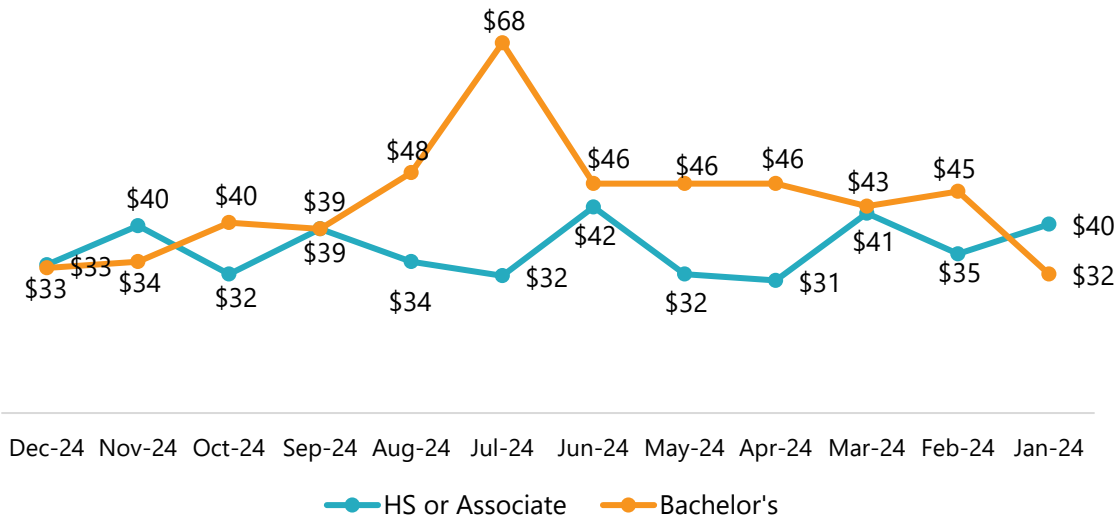


Exhibit 8 shows trends for median hourly wages for candidates based on educational attainment for the studied occupations in the North Far North region. This job posting data comes from advertised median hourly wages between January 2019 through December 2023.

Exhibit 8. Median advertised hourly trends by education level for the studied occupations

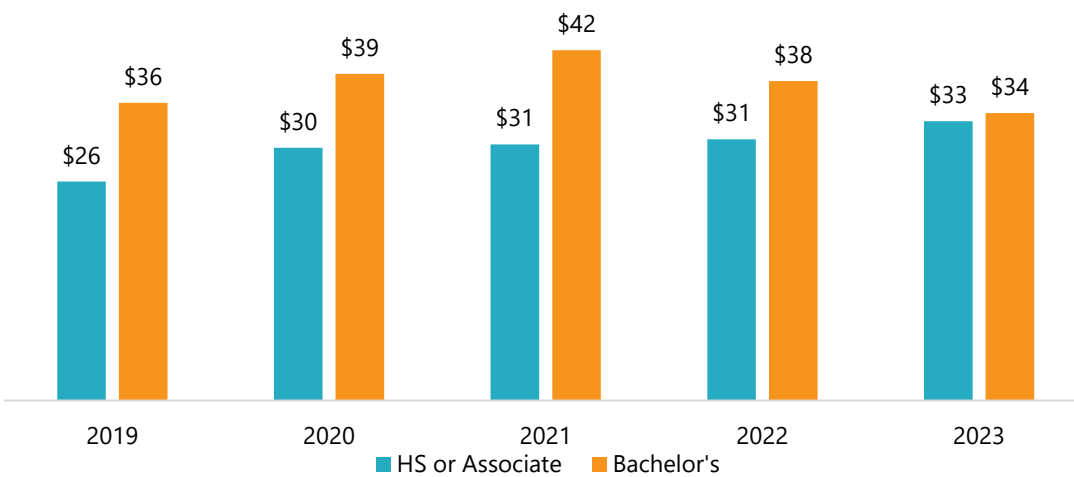


Exhibit 9 shows the employers with the most job postings for the selected occupations across the North Far North region.

Exhibit 9. Employers with the most job postings

Employer	Number of Job Postings	Number of Job Postings Requiring a Bachelor's
United States Department of Homeland Security	158	145
State of California	84	0
County of El Dorado	69	15
County Of Mendocino	25	0
United States Department of the Interior	24	3
Tehama County	19	6
City of Sacramento	18	16
Daily Dispatch	17	0
Stockton Police Department	15	0
Sutter County	14	2

Most Requested Qualifications and Skills

Exhibit 10 shows the certifications most requested by employers for the selected occupations across the North Far North region.

Exhibit 10. Most in-demand certifications

Certification	Job Postings (All)	Job Postings (Bachelor's)
Cardiopulmonary Resuscitation (CPR) Certification	79	31
CDL Class C License	61	30
First Aid Certification	59	28
Peace Officer Standards and Training (POST) Certificate	35	7

Certification	Job Postings (All)	Job Postings (Bachelor's)
State Bar Membership	32	11

Exhibit 11 shows the most requested specialized, common, and software skills for the selected occupations across the North Far North region.⁵

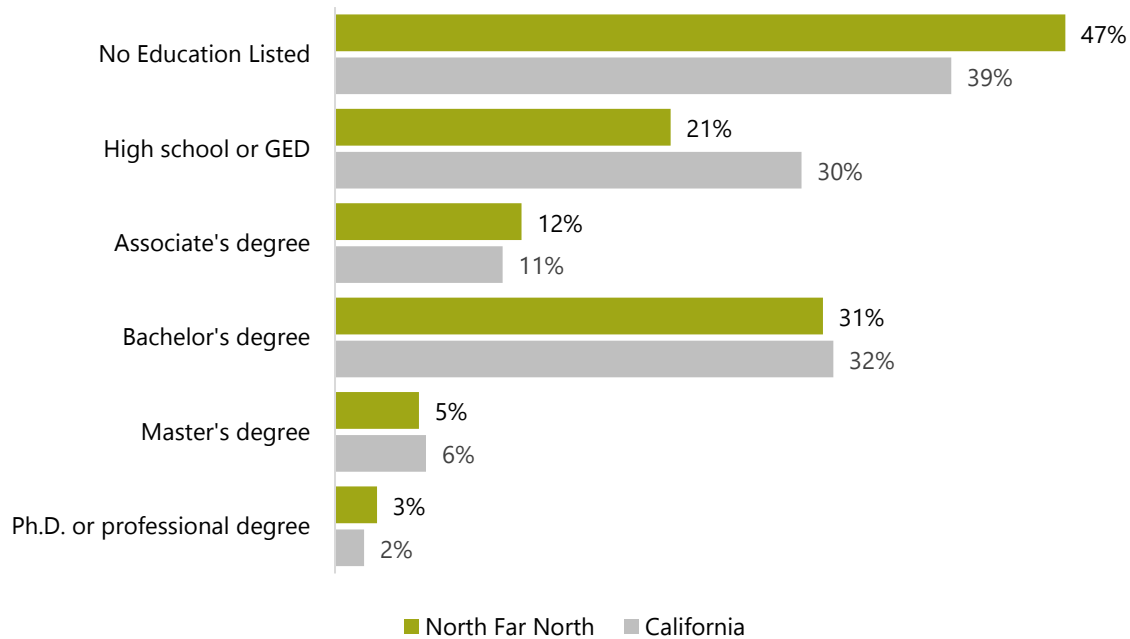
Exhibit 11. Most in-demand skills

Specialized Skills (All)	Specialized Skills (Bachelor's)
Law Enforcement	Law Enforcement
Rehabilitation	Rehabilitation
Patrolling	Forensic Psychology
Criminal Corrections	International Laws
Forensic Psychology	Criminal Justice
International Laws	Patrolling
Criminal Justice	Motorcycles
Code Enforcement	All-Terrain Vehicles
Motorcycles	Code Enforcement
All-Terrain Vehicles	Economics

⁵ 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.

Exhibit 12 shows the employer-preferred minimum level of education for job postings related to the selected occupations across the North Far North region and California.

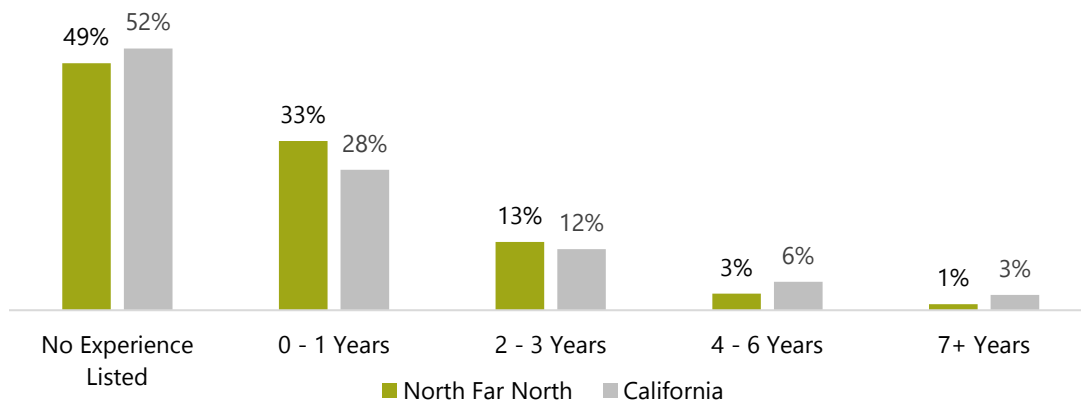
Exhibit 12. Employer-preferred education levels for the studied occupations



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 13 shows the employer-preferred minimum level of experience for job postings related to the studied occupations across the North Far North region and California.

Exhibit 13. Employer-preferred job experience for the studied occupations

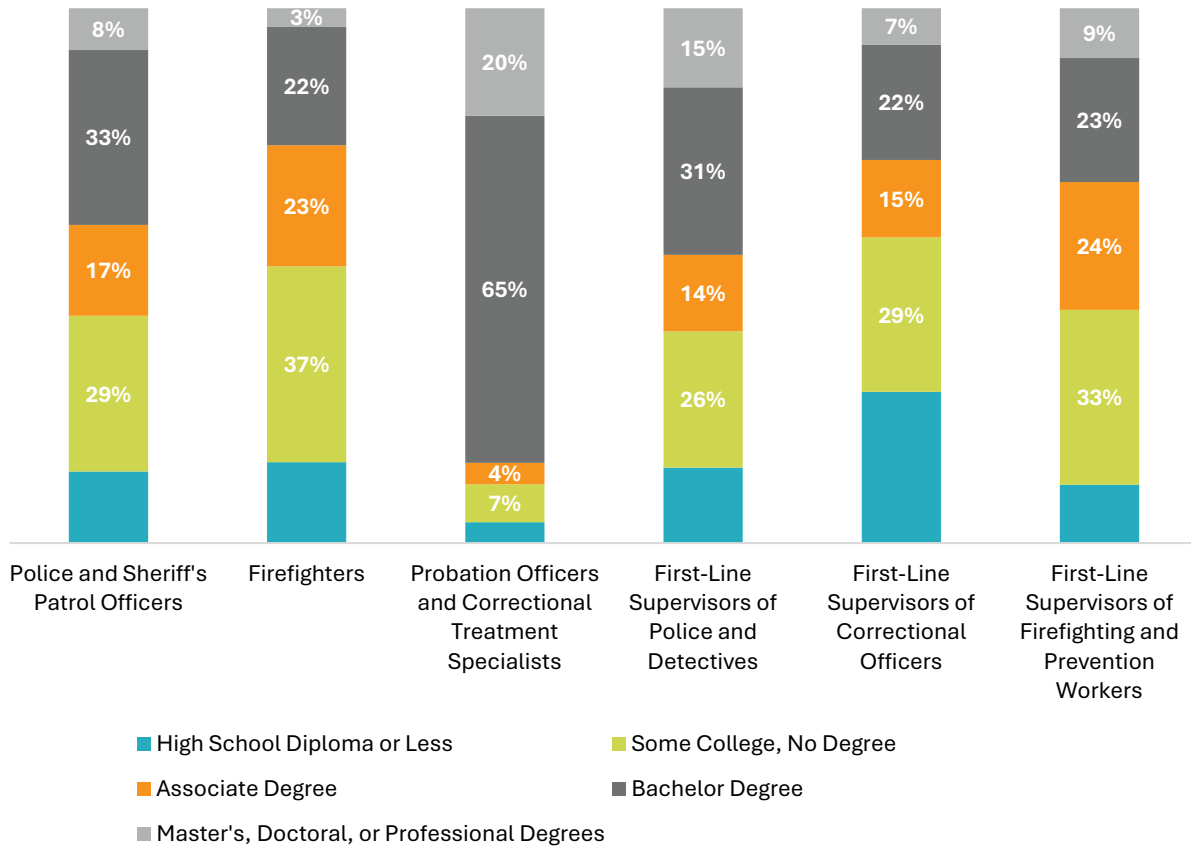


Note: Employers may include more than one level of education as a hiring requirement in a job posting. As a result, the values in the chart may sum to greater than 100%.

EDUCATION AND TRAINING REQUIREMENTS

The U.S. Census Bureau collects data on the highest education level achieved by workers across all occupations. Exhibit 14 shows the educational attainment of the current workforce employed in the studied occupations across the United States.

Exhibit 14. 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 15 shows the typical entry-level job requirement by occupation.

Exhibit 15. 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	High school diploma or equivalent	None	Moderate-term on-the-job training
First-Line Supervisors of Police and Detectives	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training
First-Line Supervisors of Correctional Officers	High school diploma or equivalent	Less than 5 years	None
Firefighters	Postsecondary nondegree award	None	Long-term on-the-job training
First-Line Supervisors of Firefighting and Prevention Workers	Postsecondary nondegree award	Less than 5 years	Moderate-term on-the-job training
Probation Officers and Correctional Treatment Specialists	Bachelor's degree	None	Short-term on-the-job training

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 16 shows the TOP and CIP codes for educational programs related to the selected occupations.

Exhibit 16. 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"> Administration of Justice (2105.00) 	<ul style="list-style-type: none"> Criminal Justice and Corrections, General (43.0100) Corrections (43.0102) Criminal Justice/Law Enforcement Administration (43.0103) Criminal Justice/Safety Studies (43.0104)
<ul style="list-style-type: none"> Fire Technology (2133.00) 	<ul style="list-style-type: none"> Fire Prevention and Safety Technology/Technician (43.0201) Fire Services Administration (43.0202) Fire Science/Fire-fighting (43.0203) Fire/Arson Investigation and Prevention (43.0205)

Community College Supply

Exhibits 17 and 18 summarize the three-year average of associate degrees conferred by the region's community college programs relevant to the studied occupations.

Exhibit 17. Average annual community college awards by TOP program, North Far North

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
	Butte	76	44	57	59
	Feather River	9	9	8	9
	Folsom Lake	49	47	33	43
	Lake Tahoe	13	8	12	11
	Lassen	13	8	9	10
	Mendocino	10	15	15	13
	Redwoods	6	5	8	6
	Sacramento City	132	123	125	127
	Shasta	32	23	42	32
	Sierra	146	165	105	139
	Siskiyou	18	18	13	16
	Woodland	51	40	34	42
Yuba	43	43	37	41	
	Subtotal	670	624	580	625
Fire Technology (2133.00)	American River	25	24	18	22
	Butte	22	18	24	21
	Cosumnes River	5	9	2	5

TOP Program and Code	College	Annual Awards 2020-21	Annual Awards 2021-22	Annual Awards 2022-23	3-Yr Annual Awards Average
	Folsom Lake	2	0	0	1
	Lake Tahoe	5	4	3	4
	Lassen	8	7	5	7
	Mendocino	2	0	0	1
	Shasta	5	3	1	3
	Sierra	57	58	47	54
	Siskiyou	8	4	5	6
	Yuba	6	7	3	5
	Subtotal	145	134	108	129
	Grand Total	815	758	688	754

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

Exhibit 18. Average annual community college awards by award type, North Far North

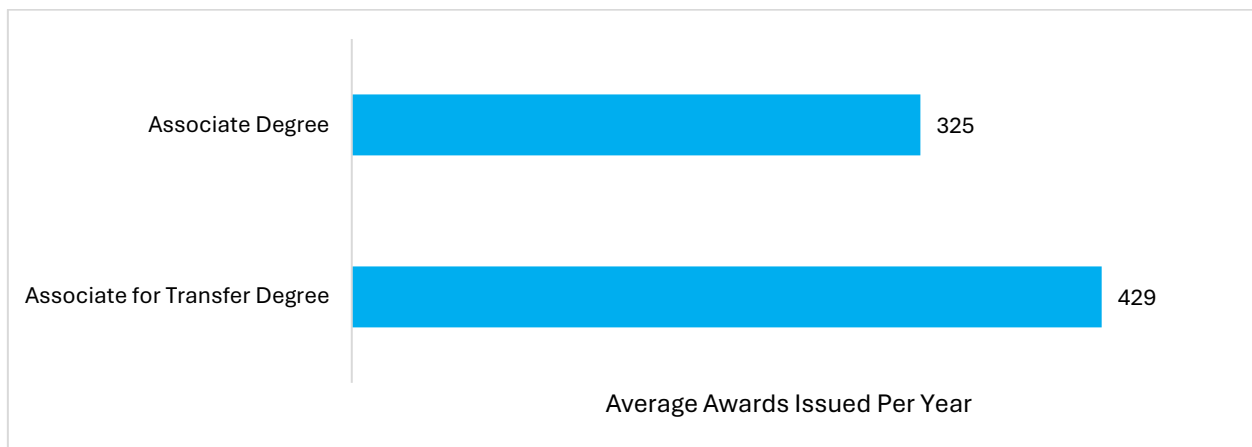


Exhibit 19 summarizes the three-year average of associate degrees conferred by community college programs across California relevant to the studied occupations. Between 2020 and 2023, there was an average of 7,648 sub-baccalaureate awards (associate degrees) conferred annually.

Exhibit 19. Average annual associate degrees awarded by TOP program, California

TOP Program and Code	Number of Colleges that Awarded Degrees	Annual Awards 2020-21	Annual Awards 2021-22	Annual Awards 2022-23	3-Yr Annual Awards Average
Administration of Justice (2105.00)	100 Colleges	7,431	6,633	5,551	6,538
Fire Technology (2133.00)	53 Colleges	1,095	1,185	1,050	1,110
Grand Total		8,526	7,818	6,601	7,648

Note: Please note that this table only includes associate degrees and associate for transfer degrees. Colleges that awarded degrees are available through Management Information Systems (MIS) Data Mart. Please note that values in the table are rounded to the nearest whole number; however, subtotals and totals are calculated using unrounded values.

Other Postsecondary Supply

Exhibit 20 summarizes the three-year average of associate degrees conferred by non-community college training providers in the North Far North. These programs have been are relevant and related to the occupations studied. Please note that non-community college data often lags by one year.

Exhibit 20. Average annual awards by CIP program, North Far North

Program - CIP Code	Provider	Annual Awards 2019-20	Annual Awards 2020-21	Annual Awards 2021-22	3-Yr Annual Awards Average
Associate Degrees					
Corrections (43.0102)	Carrington College-Sacramento	0	4	8	4
Associate Awards Total		0	4	8	4

Program - CIP Code	Provider	Annual Awards 2019-20	Annual Awards 2020-21	Annual Awards 2021-22	3-Yr Annual Awards Average
Bachelor's Degrees					
Criminal Justice/Law Enforcement Administration (43.0103)	William Jessup University	5	7	10	7
	Subtotal	5	7	10	7
Criminal Justice/Safety Studies (43.0104)	California State University-Chico	160	153	134	149
	California State University-Sacramento	490	481	563	511
	Subtotal	650	634	697	660
Bachelor's Degrees Total		655	641	707	667
Associate + Bachelor's Grand Total		655	645	715	671

Exhibit 21 summarizes the three-year average of associate degrees conferred by non-community college training providers in California. Please note that non-community college data often lags by one year.

Exhibit 21. Average annual sub-baccalaureate awards by CIP program, California

Program - CIP Code	Number of Providers	Annual Awards 2019-20	Annual Awards 2020-21	Annual Awards 2021-22	3-Yr Annual Awards Average
Associate Degrees					
Corrections (43.0102)	14	180	116	108	135
Criminal Justice/Law Enforcement Administration (43.0103)	3	3	11	7	7
Criminal Justice/Safety Studies (43.0104)	8	24	24	23	24
Fire Science/Fire-fighting (43.0203)	1	5	4	0	3
Associate Degrees Grand Total		212	155	138	169
Bachelor's Degrees					
Criminal Justice/Law Enforcement Administration (43.0103)	9	581	524	482	529
Criminal Justice/Safety Studies (43.0104)	15	4,216	4,527	4,569	4,437
Fire Services Administration (43.0202)	1	46	33	32	37
Bachelor's Degrees Grand Total		4,843	5,084	5,083	5,003
Associate + Bachelor's Grand Total		5,055	5,239	5,221	5,172

FINDINGS

This report focuses on six occupations in public safety management: police and sheriff's patrol officers, firefighters, probation officers and correctional treatment specialists, first-line supervisors of police and detectives, first-line supervisors of correctional officers, and first-line supervisors of firefighting and prevention workers.

Occupational Demand

- The North Far North held 17,821 public safety management jobs in 2023. These jobs are projected to increase by 15% over the next 10 years, adding 2,678 new jobs to the subregion by 2033.
- Public safety management jobs are projected to grow at a faster rate in the North Far North than in California.
- Over the next 10 years, public safety management jobs are projected to have 1,696 annual openings in the North Far North and 12,349 in California.

Wages

- Analysis of wage data in the North Far North region show that public safety management occupations have entry-level hourly earnings that are \$6 to \$36 above the single working adult living wage of \$22.54 per hour in the region. Public safety management occupations earn median wages that are \$2 below to \$32 above the living wage for a small family (\$39.09 per hour).
- Analysis of wage data in California show that public safety management occupations have entry-level hourly earnings that are \$1 to \$32 above the single working adult living wage of \$27.32 per hour across the state. Public safety management occupations earn median wages that are \$10 below to \$23 above the living wage for a small family (\$47.96 per hour).

Job Postings

- In the last 12 months, there were 1,006 online job postings for public safety management occupations in the region, and 46% of those postings were for police and sheriff's patrol officers.
- The top job titles were border patrol agents, sheriff's deputies, deputy sheriffs. The specialized skills sought were law enforcement, rehabilitation, and patrolling.
- In terms of hourly wages advertised, employers in the North Far North advertised median hourly wages ranging between \$31 to \$42 per hour in job postings requiring less than a high school diploma or equivalent or an associate degree, which are annual salaries between \$66,304 to \$88,320.

- For positions requiring a bachelor's degree, advertised median hourly wages ranged between \$32 to \$68 per hour, which are annual salaries between \$68,352 to \$142,080.
- These trends suggest that overall employers are willing to pay workers with a bachelor's degree \$1 to \$26 more per hour than those with a high school diploma or associate degree in the North Far North.

Education and Training Requirements

- Between 11% and 59% of incumbent workers in the studied occupations have educational attainment levels consistent with community college offerings (some college or associate degrees).
- Another 22% to 65% of workers in these occupations hold a bachelor's degree.
- Although 47% of employers did not list an educational requirement in online job postings in the region, 31% requested a bachelor's degree (314 online job postings), 21% requested a high school diploma or equivalent (216 postings), 12% requested an associate degree (216 postings), and 8% requested a master's or higher (27 postings).

Postsecondary Supply

- 15 community colleges in the North Far North offer degrees in programs related to the studied occupations. Over the past three academic years (2020-21 through 2022-23), these programs awarded an average of 754 associate degrees in public safety management programs.
- Local postsecondary training providers outside of community colleges also offer programs relevant to the studied occupations. Between the 2019-20 and 2021-22 academic years, these providers conferred an average of 671 awards in public safety management programs (4 associate degrees and 667 bachelor's degrees). Note that data for non-community college awards often lags by one year.
- In California, 104 community colleges offer degrees in programs related to the studied occupations. Over the past three academic years (2020-21 through 2022-23), these programs awarded an average of 7,648 associate degrees in public safety management programs.
- In California, local postsecondary training providers outside of community colleges also offer programs relevant to the studied occupations. Between the 2019-20 and 2021-22 academic years, these providers conferred an average of 5,172 awards in public safety management programs (169 associate degrees and 5,003 bachelor's degrees). Note that data for non-community college awards often lags by one year

DISCUSSION

Evidence of a Regional Supply-Demand Gap for Workers with Baccalaureate Degrees

With 1,696 job openings projected for the studied occupations over the next ten years and 667 bachelor's degrees awarded on average, there appears to be a regional gap for workers with Baccalaureate Degrees. Demand may be slightly inflated due to inclusion of firefighter and police officer occupations.

Evidence that Employers Are Willing to Pay Baccalaureate Degree Holders a Regional Living Wage

Analysis of wage data in the North Far North region show that public safety management occupations have entry-level hourly earnings that are \$6 to \$36 above the single working adult living wage of \$22.54 per hour in the region.

Evidence that Employers Are Willing to Pay Baccalaureate Degree Holders More than Those with an Associate Degree or No Postsecondary Degree

In terms of hourly wages advertised in job postings, employers in the North Far North advertised median hourly wages ranging between \$31 to \$42 per hour in job postings requiring less than a high school diploma or equivalent or an associate degree, which are annual salaries between \$66,304 to \$88,320. For positions requiring a bachelor's degree, advertised median hourly wages ranged between \$32 to \$68 per hour, which are annual salaries between \$68,352 to \$142,080. These trends suggest that overall employers are willing to pay workers with a bachelor's degree \$1 to \$26 more per hour than those with a high school diploma or associate degree in the North Far North.

Evidence that Employers Prefer Candidates with the Proposed Baccalaureate Degree

Analysis does not show that a bachelor's degree is necessary to enter the area of public safety management. Between 22% and 65% of workers in these occupations hold a bachelor's degree. Although 47% of employers did not list an educational requirement in online job postings in the region, 31% requested a bachelor's degree (314 online job postings), 21% requested a high school diploma or equivalent (216 postings), 12% requested an associate degree (216 postings), and 8% requested a master's or higher (27 postings).

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:

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(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)).

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COVID-19 Statement: This report includes employment projection data produced by Lightcast (formerly EMSI). Employment projections are developed using models based on historical data, which in this set of projections covers the period through 2021. Most input data, therefore, precedes the pandemic. Employment projections are long-term projections intended to capture structural changes in the economy, not cyclical fluctuations. As such, projections data are not intended to capture the impacts of the recession that began in February 2020. Cyclical fluctuations, like recessions, impact projections when they become part of the historical data set.



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