

LABOR MARKET ANALYSIS

FOR PROGRAM RECOMMENDATION



FOR LABOR MARKET RESEARCH

NORTH FAR NORTH

**COMPUTER-AIDED DESIGN AND
DRAFTING (CADD/CAD)**
IN THE GREATER SACRAMENTO SUBREGION

MARCH 2025

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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 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:

- **Stable Local Demand with Strong Job Availability:** Drafting occupations in Greater Sacramento are expected to remain stable through 2028, with approximately 137 annual job openings—signaling consistent local demand despite a slight statewide decline.
- **Living-Wage, Green-Skilled Careers Aligned with Community College Training:** Entry-level wages in drafting exceed the local living wage, and employers are increasingly seeking green-related skills like LEED certification and CAD expertise, which supports sustainable design—offering well-paying and potentially green career paths.
- **Education Supply Falls Short of Regional Workforce Needs:** While community colleges offer relevant programs and most current workers have education levels aligned with these offerings, the region averages only 36 related awards per year—insufficient to meet projected job openings, highlighting a gap in training supply.

Recommendations include:

- The **North Far North Center of Excellence recommends developing new programs and updating existing ones** to better align with the workforce needs of the subregion.

INTRODUCTION

The North Far North Center of Excellence (COE) was asked to provide labor market information for a newly proposed career education program at a regional community college.

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:

- Architectural and Civil Drafters (17-3011)
- Electrical and Electronics Drafters (17-3012)
- Mechanical Drafters (17-3013)
- Drafters, All Other (17-3019)

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

- Drafting Technology (0953.00)
- Architectural Drafting (0953.10)
- Civil Drafting (0953.20)
- Electrical, Electronic, and Electro-Mechanical Drafting (0953.30)
- Mechanical Drafting (0953.40)

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

- Drafting and Design Technology/Technician, General (15.1301)
- CAD/CADD Drafting and/or Design Technology/Technician (15.1302)
- Architectural Drafting and Architectural CAD/CADD (15.1303)
- Civil Drafting (15.1304)
- Electrical/Electronics Drafting and Electrical/Electronics CAD/CADD (15.1305)
- Mechanical Drafting and Mechanical Drafting CAD/CADD (15.1305)

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.¹

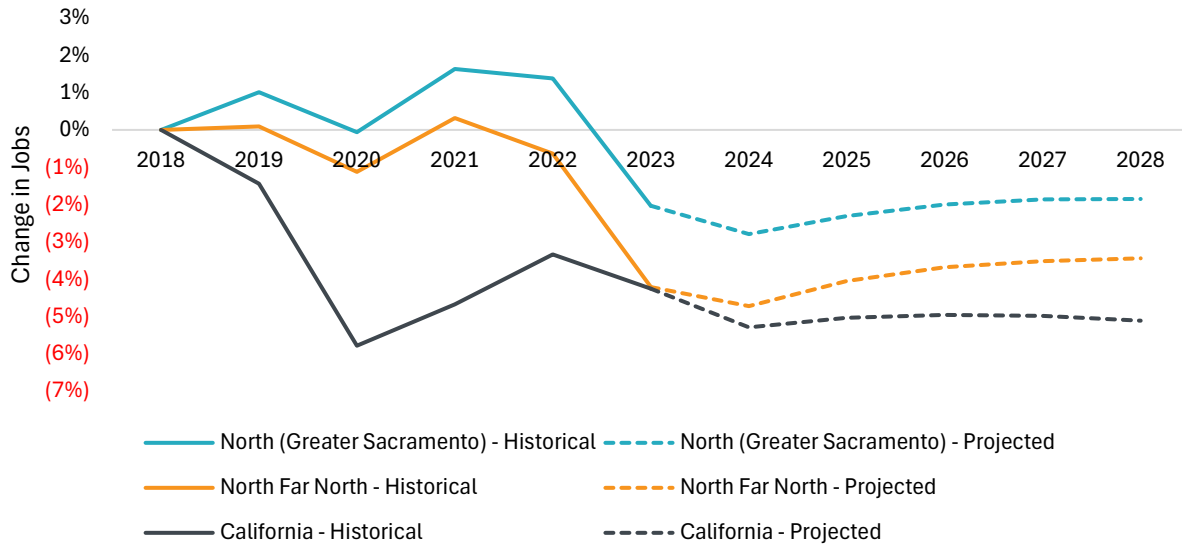
Exhibit 1. Employment and projected demand, 2023-2028

Occupation	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	2023-2028 Annual Openings
Architectural and Civil Drafters	879	883	4	0%	84
Electrical and Electronics Drafters	210	215	5	3%	19
Mechanical Drafters	269	266	(3)	(1%)	23
Drafters, All Other	153	150	(3)	(2%)	12
Greater Sacramento Subregion	1,511	1,514	3	0%	137
Architectural and Civil Drafters	1,045	1,061	16	2%	103
Electrical and Electronics Drafters	227	232	5	2%	20
Mechanical Drafters	311	308	(3)	(1%)	26
Drafters, All Other	190	187	(4)	(2%)	16
North Far North	1,773	1,787	14	1%	165
Architectural and Civil Drafters	13,530	13,657	127	1%	1,306
Electrical and Electronics Drafters	3,363	3,297	(66)	(2%)	284
Mechanical Drafters	4,552	4,400	(152)	(3%)	371
Drafters, All Other	2,364	2,243	(121)	(5%)	189
California	23,809	23,597	(212)	(1%)	2,150

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.

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.^{2,3} 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

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).

Exhibit 3. Hourly earnings by occupation, 2023⁴

Occupation	25 th Percentile Hourly Earnings	Median Hourly Earnings	75 th Percentile Hourly Earnings
Architectural and Civil Drafters	\$28.30	\$33.16	\$39.14
Electrical and Electronics Drafters	\$26.83	\$34.06	\$39.66
Mechanical Drafters	\$27.84	\$35.97	\$47.10
Drafters, All Other	\$26.18	\$30.52	\$38.99

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



⁴ Please note that the 25th and 75th percentile hourly earnings are used to estimate entry-level and experienced worker wages.

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 273 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 March 2024 through February 2025. Job postings from staffing companies and without job titles have been removed.

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
Architectural and Civil Drafters	120	44%
Drafters, All Other	108	40%
Electrical and Electronics Drafters	36	13%
Mechanical Drafters	9	3%
Total Job Postings	273	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
Designers	24
Electrical Designers	18
CAD Drafters	11
Architectural Designers	11
CAD Designers	9
CAD Technicians	9
Civil Designers	8
Drafters	8
CAD Drafters/Designers	8
Solar Designers	6

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
Stantec	13
Challenge Works	10
Ruhnau Clarke & Associates	9
Aztec Engineering Group	6
Black & Veatch	5
AECOM	5

Employer	Number of Job Postings
Rex Moore Group	5
Ford	4
Sacramento Municipal Utility District (SMUD)	4
CDM Smith	4

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
LEED Accredited Professional (AP)	10
LEED Green Associate	4

Exhibit 8 shows the most requested specialized, common, and software skills for the selected occupations across the studied subregion.⁵

Exhibit 8. Most in-demand skills

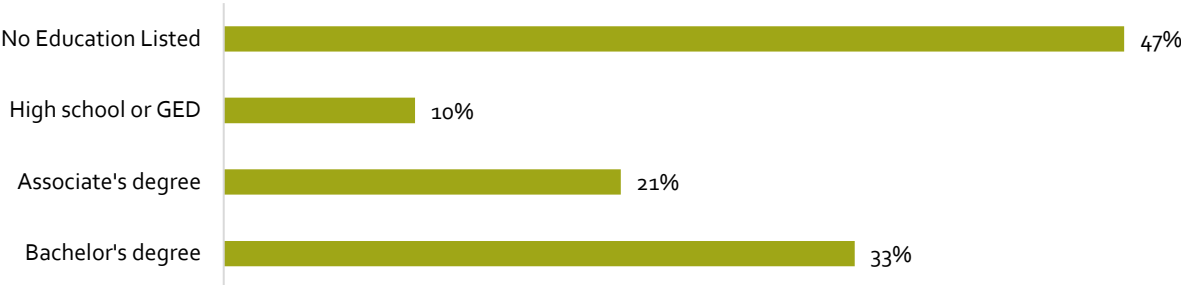
Specialized Skills	Common Skills	Software Skills
AutoCAD	Communication	AutoCAD
Computer-Aided Design	Detail Oriented	Autodesk Revit
Autodesk Revit	Microsoft Office	Microsoft Office
Project Management	Problem-Solving	Microsoft Excel
Construction	Coordinating	SketchUp (3D Modeling Software)
Building Information Modeling	Microsoft Excel	AutoCAD Civil 3D

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.

Specialized Skills	Common Skills	Software Skills
SketchUp (3D Modeling Software)	Writing	Microsoft Outlook
AutoCAD Civil 3D	Time Management	MicroStation (CAD Design Software)
3D Modeling	Presentations	Autodesk
Architectural Drawing	Management	Adobe Photoshop

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

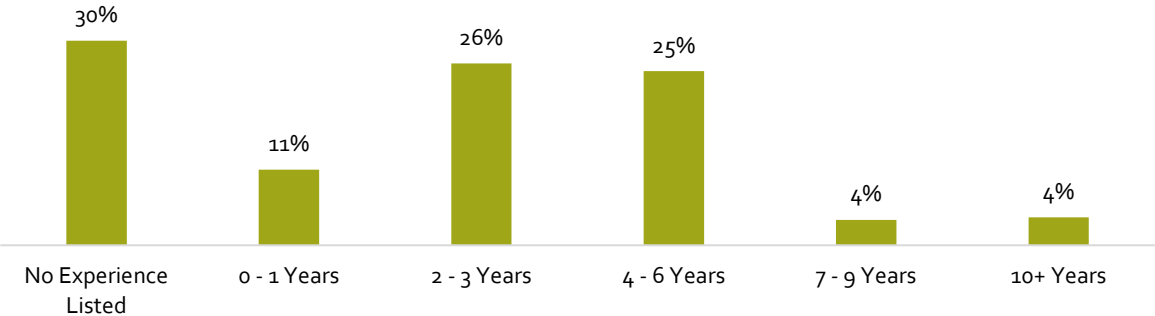
Exhibit 9. Employer-preferred education levels for the studied occupations



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

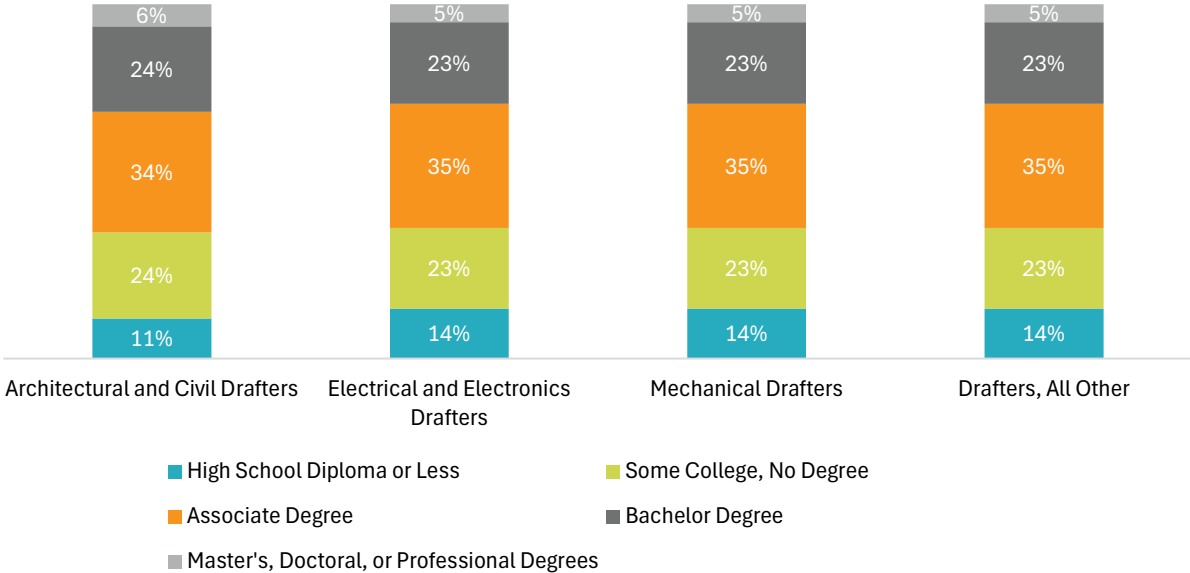


Note: Employers may include more than one level of education as a hiring requirement in a job posting. As a result, the values in the chart may sum to greater than 100%.

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
Architectural and Civil Drafters	Associate's degree	None	None
Electrical and Electronics Drafters	Associate's degree	None	None
Mechanical Drafters	Associate's degree	None	None
Drafters, All Other	Associate's degree	None	None

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"> Drafting Technology (0953.00) 	<ul style="list-style-type: none"> Drafting and Design Technology/Technician, General (15.1301) CAD/CADD Drafting and/or Design Technology/Technician (15.1302)
<ul style="list-style-type: none"> Architectural Drafting (0953.10) 	<ul style="list-style-type: none"> Architectural Drafting and Architectural CAD/CADD (15.1303)
<ul style="list-style-type: none"> Civil Drafting (0953.20) 	<ul style="list-style-type: none"> Civil Drafting (15.1304)
<ul style="list-style-type: none"> Electrical, Electronic, and Electro-Mechanical Drafting (0953.30) 	<ul style="list-style-type: none"> Electrical/Electronics Drafting and Electrical/Electronics CAD/CADD (15.1305)
<ul style="list-style-type: none"> Mechanical Drafting (0953.40) 	<ul style="list-style-type: none"> Mechanical Drafting and Mechanical Drafting CAD/CADD (15.1305)

Community College Supply

Exhibits 14 and 15 summarize the three-year average of certificates and degrees conferred by the selected subregion's community college programs relevant to the occupations studied.

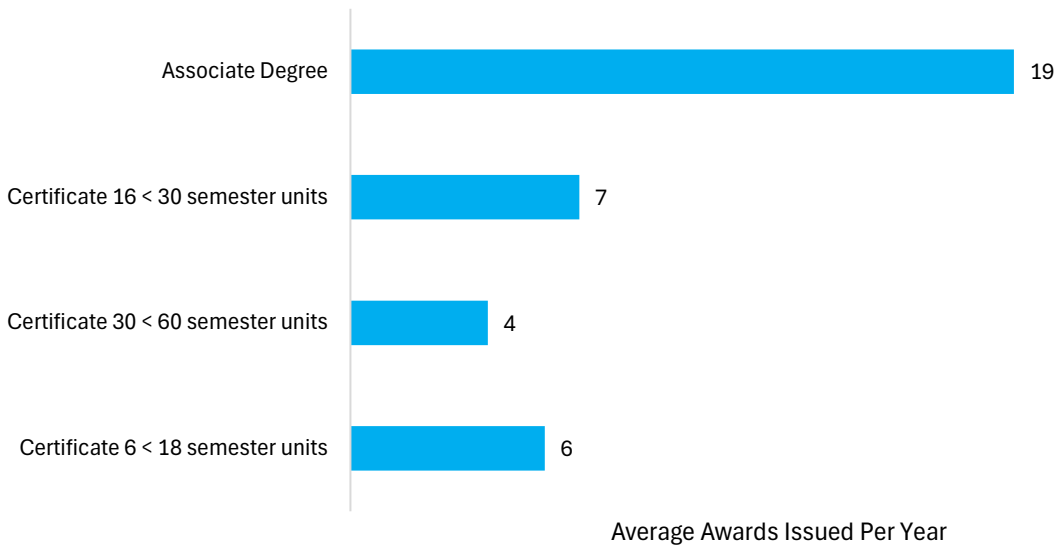
Exhibit 14. Average annual community college awards by TOP program

TOP Program and Code	College	Annual Awards 2021-22	Annual Awards 2022-23	Annual Awards 2023-24	3-Yr Annual Awards Average
Drafting Technology (0953.00)	American River	7	8	6	7
	Sacramento City	8	4	6	6
	Sierra	--	5	5	3
	Subtotal	15	17	17	16

TOP Program and Code	College	Annual Awards 2021-22	Annual Awards 2022-23	Annual Awards 2023-24	3-Yr Annual Awards Average
Architectural Drafting (0953.10)	Sacramento City	2	1	4	2
	Sierra	8	12	15	12
	Subtotal	10	13	19	14
Electrical, Electronic, and Electro-Mechanical Drafting (0953.30)	Sacramento City	2	0	1	1
	Subtotal	2	0	1	1
Mechanical Drafting (0953.40)	Sacramento City	1	0	0	0
	Sierra	5	2	5	4
	Subtotal	6	2	5	4
	Grand Total	33	32	42	36

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

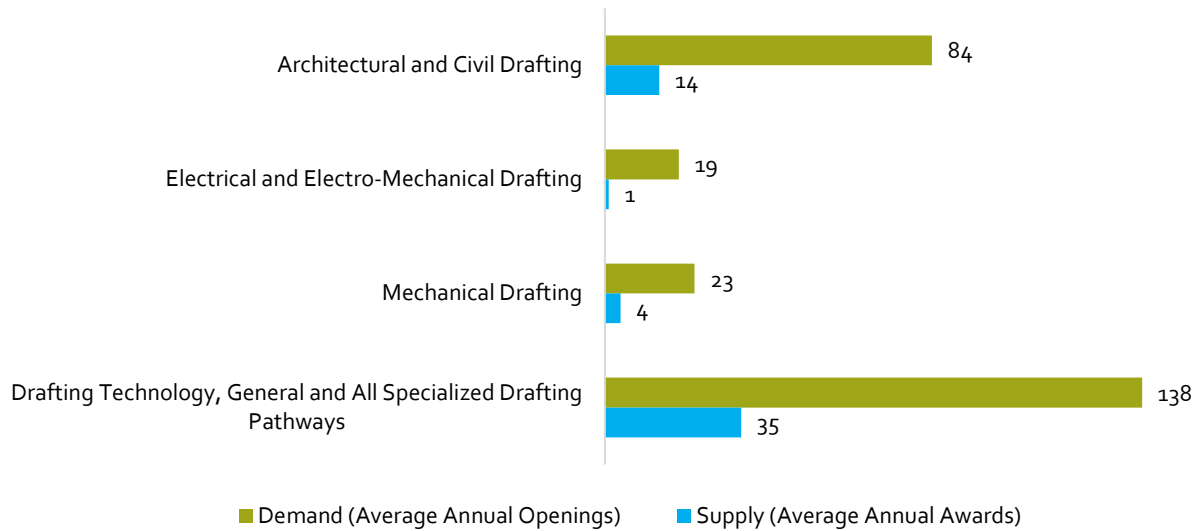
Exhibit 15. Average annual community college awards by award type



SUPPLY-DEMAND GAP

Exhibit 16 compares educational supply to occupational demand to estimate the size of the subregional workforce supply gap. Projected average annual job openings measure demand while supply is measured by average annual awards (both community college and other postsecondary training providers, when available).

Exhibit 16. Supply-demand gap



FINDINGS

This report focuses on four occupations related to computer-aided design and drafting: Architectural and Civil Drafters (17-3011), Electrical and Electronics Drafters (17-3012), Mechanical Drafters (17-3013), and Drafters, All Other (17-3019). These roles will collectively be referred to as drafting occupations or jobs.

Occupational Demand

- The Greater Sacramento subregion contained more than 1,500 drafting jobs in 2023. Drafting jobs in Greater Sacramento are projected to remain stable through 2028, while these positions are expected to decline slightly (by 1%) across California.
- Over the next five years, drafting jobs in Greater Sacramento are projected to have an average of 137 annual openings.

Wages

- Wage data analysis shows that entry-level hourly earnings for drafting occupations are \$2 to \$4 higher than the single working adult living wage of \$23.92 per hour in Sierra's community college district.

Job Postings

- In the last 12 months, there were 273 online job postings from local employers for drafting occupations.
- Green-related skills and certifications were notably present in job postings for drafting occupations. Up to 14 postings listed LEED credentials as a sought-after certification, and CAD—recognized as a specialized technical skill—supports eco-friendly design through its ability to produce precise 3D models.

Education and Training Requirements

- Fifty-eight percent of currently employed drafters have educational levels aligned to community college offerings (some college or associate degrees). An additional 23% to 24% of workers in these occupations hold a bachelor's degree. The typical entry-level education for drafting occupations is an associate degree.

Postsecondary Supply

- Three community colleges in the Greater Sacramento region offer degrees and certificates in drafting-related programs. Over the past three academic years (2021–22 to 2023–24), these programs have awarded an average of 36 certificates and associate degrees annually.

RECOMMENDATIONS

Supply Gap

- A comparison of occupational demand and educational supply indicates a shortage of skilled workers in drafting occupations. Although gaps exist across all core drafting areas, the shortage is most pronounced in electrical and electro-mechanical drafting, with an average of just one educational award for every 19 job openings. In contrast, architectural, civil, and mechanical drafting show smaller gaps, with approximately one award for every six openings.

Living Wage

- All annual job openings are in drafting occupations that offer entry-level hourly wages that meet or exceed the living wage of \$23.92 for a single working adult living in the county served by Sierra's community college district.

Education

- All drafting occupations have training and educational requirements that align with community college programs. Around 58% of current workers in these roles have completed some college or hold an associate degree as their highest level of education.

The North Far North COE recommends:

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

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

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 2025.1; 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 the 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.⁶

Comparing earnings to the 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

⁶ 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.⁷

Hourly Living Wage by Community College District Office County Location⁸

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	

⁷ Last revised: 10/29/2024. Changed from "median hourly earnings" to "25th percentile hourly earnings."

⁸ 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.

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.

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.

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.

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Centers of Excellence for Labor Market Research, Economic and
Workforce Development Program



FOR LABOR MARKET RESEARCH

NORTH FAR NORTH

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