

# LABOR MARKET ANALYSIS

FOR PROGRAM RECOMMENDATION



FOR LABOR MARKET RESEARCH

NORTH FAR NORTH

**BOOKKEEPING, ACCOUNTING,  
AND AUDITING CLERKS**  
IN THE FAR NORTH SUBREGION

NORTH FAR NORTH

SEPTEMBER 2025

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## SUMMARY

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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 Far North subregion held 6,413 accounting jobs in 2024. These jobs are projected to stay the same over the next five years, adding five new jobs to the subregion by 2029.
- Over the next five years, accounting jobs are projected to have 654 annual openings across the Far North subregion.
- Analysis of wage data shows that workers in accounting earn \$4 to \$12 above Shasta College community college district's living wage of \$16.99 per hour. (See Appendix B for additional information about FY 2024 changes to the living wage).
- Analysis of awards data shows that postsecondary training providers conferred an average of 106 awards in accounting programs over the last three academic years. All of these awards came from community colleges.

Recommendations include:

- The North Far North Center of Excellence recommends moving forward with the proposed changes and the new program.

# INTRODUCTION

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The North Far North Center of Excellence (COE) was asked to provide labor market information for a newly proposed career education program and modifications to an existing 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:

- Bookkeeping, Accounting, and Auditing Clerks (43-3031)

Students who transfer and earn a four-year degree could pursue the following high-skill occupations:

- Accountants and Auditors (13-2011)

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

- Accounting (0502.00)

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

- Accounting (52.0301)

# OCCUPATIONAL DEMAND

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

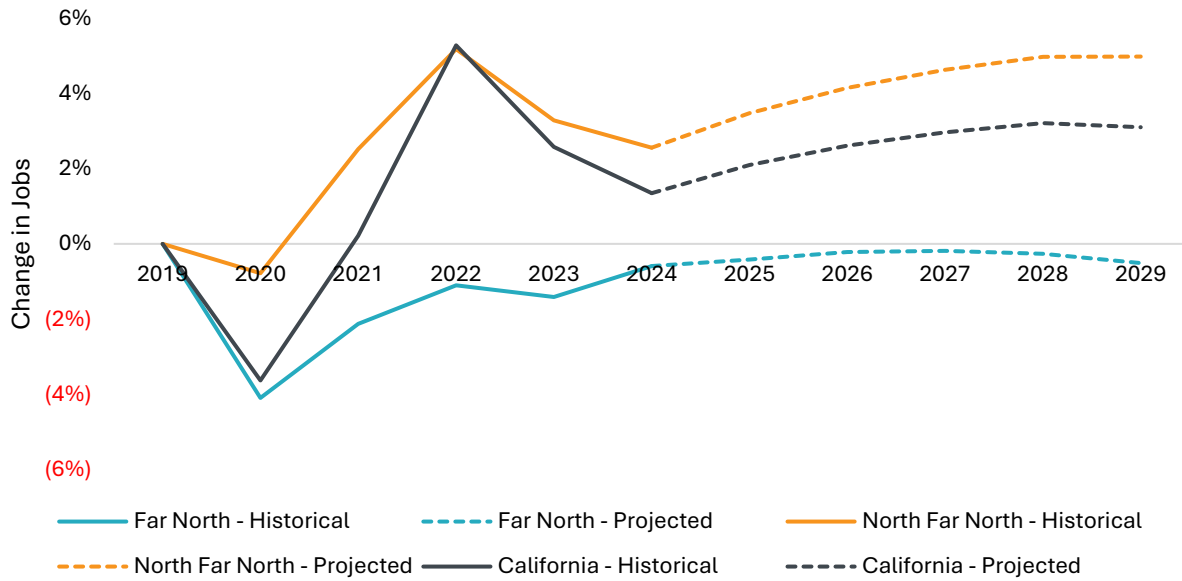
**Exhibit 1. Employment and projected demand, 2024-2029**

Occupation	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	2024-2029 Annual Openings
Bookkeeping, Accounting, and Auditing Clerks	3,862	3,801	(61)	(2%)	439
Accountants and Auditors	2,551	2,617	66	3%	215
<b>Far North Subregion</b>	<b>6,413</b>	<b>6,418</b>	<b>5</b>	<b>0%</b>	<b>654</b>
Bookkeeping, Accounting, and Auditing Clerks	14,621	14,670	49	0%	1,700
Accountants and Auditors	17,445	18,153	708	4%	1,503
<b>North Far North</b>	<b>32,066</b>	<b>32,823</b>	<b>757</b>	<b>2%</b>	<b>3,203</b>
Bookkeeping, Accounting, and Auditing Clerks	174,215	172,973	(1,241)	(1%)	20,127
Accountants and Auditors	196,333	203,975	7,643	4%	16,889
<b>California</b>	<b>370,547</b>	<b>376,948</b>	<b>6,401</b>	<b>2%</b>	<b>37,016</b>

<sup>1</sup> 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 2019 for the Far North subregion and across the 22-county North Far North region and California.

**Exhibit 2. Changes in employment, 2019-2029**



# OCCUPATIONAL EARNINGS

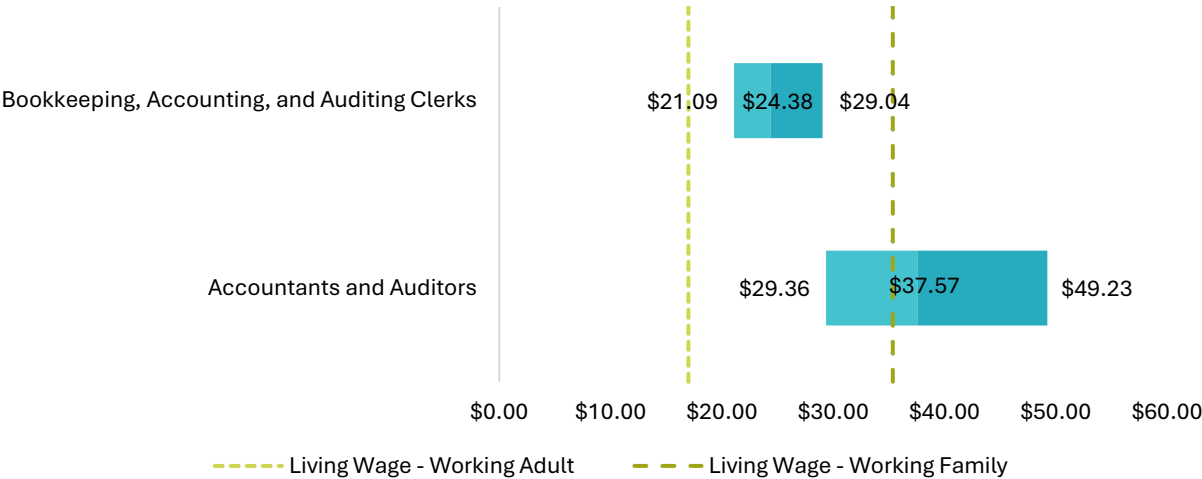
Exhibits 3 and 4 compare the percentile hourly earnings for the selected occupations to the living wage for a single working adult and a working family residing in the county of the community college district that requested this report.<sup>2,3</sup> For additional information about changes to NFN COE's living wage comparisons, see Appendix B.

Requesting College	Living Wage – Working Adult	Living Wage – Working Family
Shasta College	\$16.99	\$35.35

**Exhibit 3. Hourly earnings by occupation, 2024<sup>4</sup>**

Occupation	25 <sup>th</sup> Percentile Hourly Earnings	Median Hourly Earnings	75 <sup>th</sup> Percentile Hourly Earnings
Bookkeeping, Accounting, and Auditing Clerks	\$21.09	\$24.38	\$29.04
Accountants and Auditors	\$29.36	\$37.57	\$49.23

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



<sup>2</sup> 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.

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

<sup>4</sup> 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 372 online job postings for the selected occupations across the Far North subregion. Job posting data comes from and represents unique advertisements newly posted online during the last 12 months, from October 2024 to August 2025.

## Top Employers and Job Titles

Exhibit 5 details the number of online job postings for the selected occupations across the studied subregion.

### Exhibit 5. Job postings by occupation

Occupation	Unique Job Postings	Share of Job Postings
Accountants and Auditors	194	52%
Bookkeeping, Accounting, and Auditing Clerks	178	48%
<b>Total Job Postings</b>	<b>372</b>	<b>100%</b>

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

**Exhibit 6. Jobs titles with the most job postings**

Job Title	Number of Job Postings
Forensic Accountants	51
Accountants	31
Bookkeepers	24
Accounting Specialists	15
Account Clerks	11
Staff Accountants	11
Accounting Technicians	10
Accountants/Auditors	9
Accounts Payable Specialists	8
Accounting Assistants	8

Exhibit 7 shows the employers with the most job postings for the selected occupations across the Far North subregion.

**Exhibit 7. Employers with the most job postings**

Employer	Number of Job Postings
Federal Bureau of Investigation	51
Sierra Pacific Industries	32
CCMI	9
Shasta County	7
University of California	7
Butte County	6

Employer	Number of Job Postings
Harlan County Lake	4
Superior Court of California County of Butte	4
Intuit	3
Shasta County Office of Education	3

### Most Requested Qualifications and Skills

Exhibit 8 shows the certifications most requested by employers for the selected occupations across the Far North subregion.

#### Exhibit 8. Most in-demand certifications

Certification	Number of Job Postings
Certified Public Accountant	69
Certified In Financial Forensics (CFF)	51
Certified Fraud Examiner	51
Certified Internal Auditor	51
Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	51

In 2023, the IMA® (Institute of Management Accountants), an association of accountants and financial professionals, launched the FMAA™ (Financial and Managerial Accounting Associate) certification.<sup>5</sup> This certification is designed for early-career professionals and students to demonstrate foundational knowledge in key areas of accounting and finance. To evaluate whether this certification is being requested by employers, the North Far North COE conducted a supplementary analysis of this certification in online job postings. Using the keywords "FMAA™," "Financial and Managerial Accounting Associate," "Financial & Managerial Accounting Associate (FMAA)," "FMAA," or "Financial and Managerial Accounting Associate" yielded no results in the Far North or in California in the last 12 months (October 2024 to August 2025). As this credential was only recently introduced, with testing commencing in 2024, it has not yet been recognized by employers in job postings as a preferred or required qualification.

<sup>5</sup> "IMA Launches Certification Focused on Foundational Financial and Managerial Accounting Knowledge," Institute of Management Accountants, November 2023, accessed September 1, 2025, <https://www.imanet.org/press-releases/2023/november/ima-launches-certification-focused-on-foundational-financial-and-managerial-accounting-knowledge>.

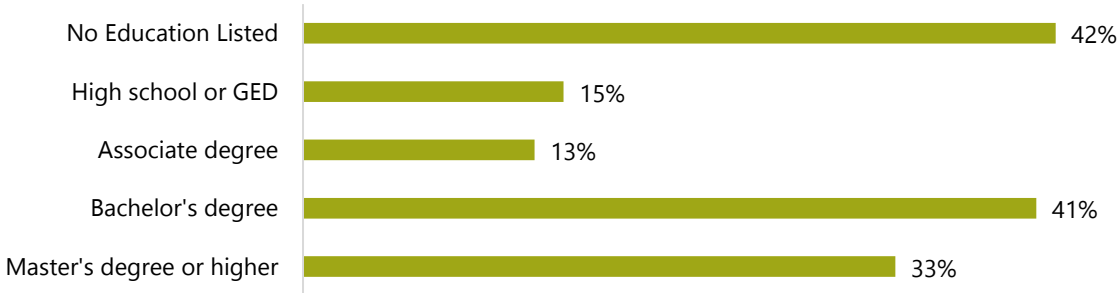
Exhibit 9 shows the most requested specialized, common, and software skills for the selected occupations across the Far North subregion.<sup>6</sup>

**Exhibit 9. Most in-demand skills**

Specialized Skills	Common Skills	Software Skills
Accounting	Communication	Microsoft Excel
Auditing	Microsoft Excel	Accounting Software
Finance	Detail Oriented	QuickBooks
Accounts Payable	Operations	Spreadsheets
Financial Statements	Management	Microsoft Office
Invoicing	Budgeting	Microsoft Outlook
Bookkeeping	Research	Microsoft Word
Accounts Receivable	Investigation	Microsoft PowerPoint
Financial Analysis	Cooperation	SAP Applications
General Ledger	Customer Service	Payroll Systems

Exhibit 10 shows the employer-preferred minimum level of education for job postings related to the selected occupations across the Far North subregion.

**Exhibit 10. Employer-preferred education levels for the studied occupations**

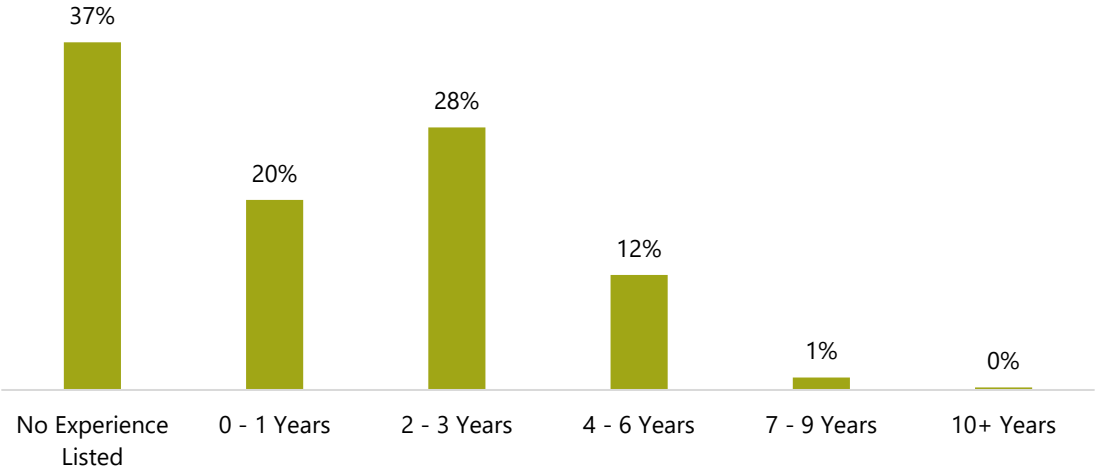


*Note: Employers may include more than one level of education as a hiring requirement in a job posting. As a result, the values in the chart may sum to greater than 100%.*

<sup>6</sup> 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 11 shows the employer-preferred minimum level of experience for job postings related to the studied occupations across the Far North subregion.

**Exhibit 11. Employer-preferred job experience for the studied occupations**

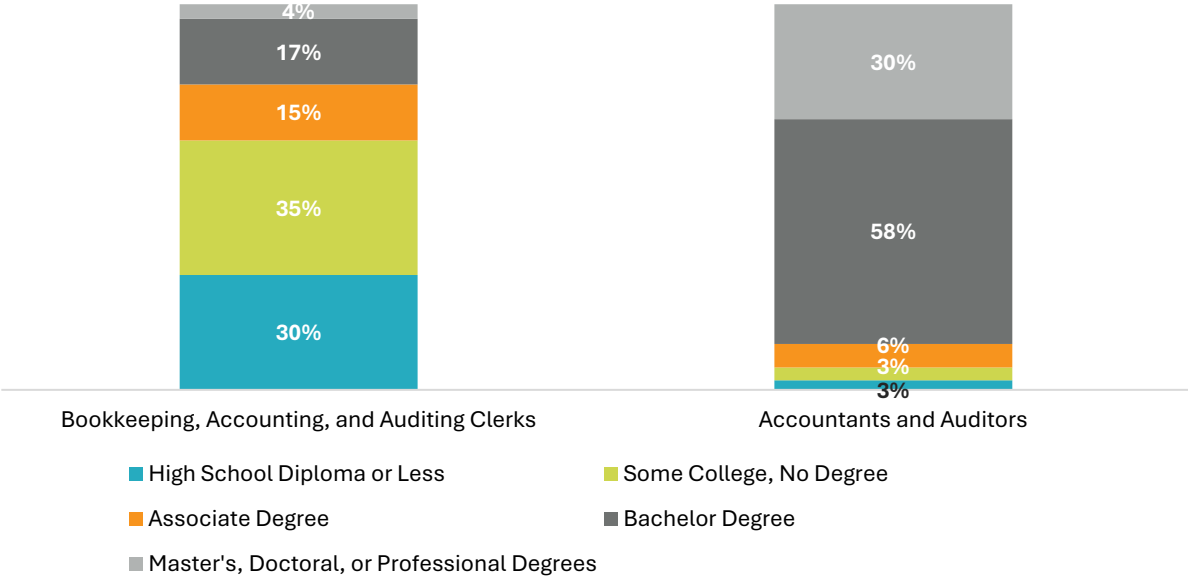


*Note: Employers may include more than one level of education as a hiring requirement in a job posting. As a result, the values in the chart may sum to greater than 100%.*

# EDUCATION AND TRAINING REQUIREMENTS

The U.S. Census Bureau collects data on the highest education level achieved by workers across all occupations. Exhibit 12 shows the educational attainment of the current workforce employed in the studied occupations across the United States.

**Exhibit 12. 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 13 shows the typical entry-level job requirement by occupation.

**Exhibit 13. Typical entry-level job requirements for the studied occupations**

Occupation	Entry-level Education	Work Experience	On-The-Job Training
Bookkeeping, Accounting, and Auditing Clerks	Some college, no degree	None	Moderate-term on-the-job training
Accountants and Auditors	Bachelor'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 14 shows the TOP and CIP codes for educational programs related to the selected occupations.

**Exhibit 14. 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"> <li>Accounting (0502.00)</li> </ul>	<ul style="list-style-type: none"> <li>Accounting (52.0301)</li> </ul>

### Community College Supply

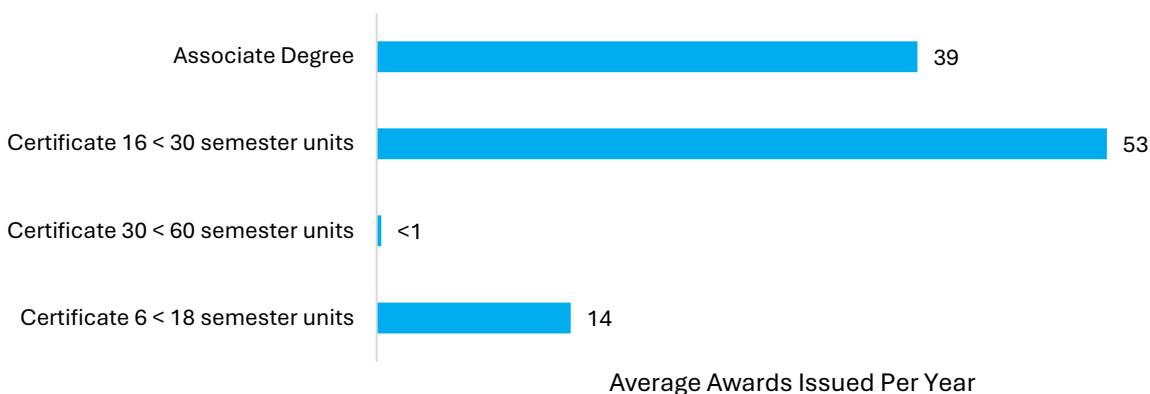
Exhibits 15 and 16 summarize the three-year average of certificates and degrees conferred by the selected subregion's community college programs relevant to the studied occupations.

**Exhibit 15. Average annual community college awards by TOP program**

TOP Program and Code	College	Annual Awards 2022-23	Annual Awards 2023-24	Annual Awards 2024-25	3-Yr Annual Awards Average
Accounting (0502.00)	Butte	55	46	0	34
	Mendocino	34	33	0	22
	Redwoods	18	12	16	15
	Shasta	29	25	33	29
	Siskiyou	8	9	0	6
	<b>Grand Total</b>	<b>144</b>	<b>125</b>	<b>49</b>	<b>106</b>

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

**Exhibit 16. Average annual community college awards by award type**



**Other Postsecondary Supply**

Exhibit 17 summarizes the three-year average of certificates and degrees conferred by non-community college training providers in the selected subregion. These programs are relevant to the occupations studied. Please note that non-community college data often lags by one year.

**Exhibit 17. Average annual postsecondary awards by CIP program**

Program - CIP Code	Provider	Annual Awards 2020-21	Annual Awards 2021-22	Annual Awards 2022-23	3-Yr Annual Awards Average
Accounting (52.0301)	William Jessup University	-	-	1	0
	<b>Grand Total</b>	-	-	1	0

# FINDINGS

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This report focuses on two occupations in the accounting career pathway: accountants and auditors and bookkeeping, accounting, and auditing clerks.

## *Occupational Demand*

- The Far North subregion held 6,413 accounting jobs in 2024. These jobs are projected to stay almost the same over the next five years, adding five new jobs to the subregion by 2029.
- Accounting jobs are projected to grow at a slower rate in the Far North subregion than in California.
- Over the next five years, accounting jobs are projected to have 654 annual openings in the Far North subregion.

## *Wages*

- Analysis of wage data shows that accounting occupations have entry-level hourly earnings that are \$4 to \$12 above the single working adult living wage of \$16.99 per hour in Shasta College's community college district. All occupations meet the living wage criteria.
- Accounting occupations earn median wages that are \$2 above to \$11 below the living wage for a small family (\$35.35 per hour).

## *Job Postings*

- In the last 12 months, there were 372 online job postings for accounting occupations.
- Top employers include Federal Bureau of Investigation, Sierra Pacific Industries, and CCMI. The most requested certification in online job postings included Certified Public Accountant.

## *Education and Training Requirements*

- Between 9% and 50% of incumbent workers in the studied occupations have educational attainment levels consistent with community college offerings (some college or associate degrees).
- Another 17% to 58% of workers in these occupations hold a bachelor's degree.
- Although 42% of online job postings did not list an educational requirement, 41% listed a bachelor's degree and 33% listed a master's degree or higher.

## *Postsecondary Supply*

- Five community colleges in the Far North offer degrees and certificates in programs related to the studied occupations. Over the past three academic years (2022-23 through

2024-25), these programs awarded an average of 106 certificates and associate degrees in accounting programs.

- Local postsecondary training providers outside of community colleges also offer programs relevant to the studied occupations. Between the 2020-21 and 2022-23 academic years, one provider conferred an average of less than one award in accounting programs. Note that data for non-community college awards often lags by one year.

## RECOMMENDATIONS

### *Supply Gap*

- A comparison of occupational demand to educational supply suggests an undersupply in the accounting pathway. There are 654 projected annual job openings and 106 annual average awards conferred by community colleges (106 awards) and other postsecondary training institutions (less than one award) across the Far North subregion.

### *Living Wage*

- 100% of annual job openings are in accounting occupations that have entry-level hourly wages that meet or exceed the living wage of \$16.99 for a single working adult residing in the same county as Shasta College’s community college district.

### *Education*

- The occupation bookkeeping, accounting, and auditing clerks has educational training requirements that align with community college offerings. 50% of workers in this occupation have completed some college or an associate degree as their highest level of education.

The North Far North COE recommends:

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

# APPENDIX A. METHODOLOGY AND SOURCES

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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 2025.3; 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, 7<sup>th</sup> 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

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## 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 10<sup>th</sup>, 25<sup>th</sup>, 50<sup>th</sup> (median), 75<sup>th</sup>, and 90<sup>th</sup> percentiles and are used to show the distribution of wages for workers employed within an occupation. For example, the 25<sup>th</sup> 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 90<sup>th</sup> 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 25<sup>th</sup> and 75<sup>th</sup> 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.<sup>7</sup>

## Comparing earnings to living wage

Prior to the 2024-25 fiscal year, the NFN COE compared the 25<sup>th</sup> 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 25<sup>th</sup> percentile hourly earnings of an occupation

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<sup>7</sup> 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.<sup>8</sup>

### Hourly Living Wage by Community College District Office County Location<sup>9</sup>

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	

<sup>8</sup> Last revised: 10/29/2024. Changed from "median hourly earnings" to "25<sup>th</sup> percentile hourly earnings."

<sup>9</sup> 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](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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