

LABOR MARKET ANALYSIS

FOR PROGRAM EXPLORATION



C·O·E

CENTERS OF EXCELLENCE
FOR LABOR MARKET RESEARCH

AUTOMOTIVE TECHNICIANS IN THE GREATER SACRAMENTO SUBREGION

North Far North
Center of Excellence

August 2024

TABLE OF CONTENTS

Summary.....	3
Introduction.....	4
Occupational Demand.....	5
Occupational Earnings.....	7
Job Postings.....	8
About Job Postings Analysis.....	8
Top Employers and Job Titles.....	8
Most Requested Qualifications and Skills.....	10
Education and Training Requirements.....	13
Educational Supply.....	14
Community College Supply.....	14
Other Postsecondary Supply.....	15
Findings.....	16
Recommendations.....	17
Appendix A. Methodology and Sources.....	18
Appendix B. Wages and the Living Wage.....	19
About Occupational Earnings.....	19
Living Wage.....	19
Comparing occupational earnings to the living wage.....	19

If, for any reason, this document is not accessible or if you have specific needs for readability, please contact us, and we will do our utmost to accommodate you with a modified version. To make a request, contact Ebony J. Benzing by phone at (916) 563-3215 or by email at Ebony.Benzing@losrios.edu.

SUMMARY

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

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

Key findings from the analysis include:

- The Greater Sacramento subregion contained more than 5,300 automotive service technology jobs in 2023. These jobs are projected to increase by 7% over the next five years, adding 386 new jobs to the subregion by 2027.
- Over the next five years, automotive service technician jobs are projected to have 554 annual openings in the Greater Sacramento subregion.
- Analysis of wage data shows that automotive service technicians earn an entry-level wage of \$19.79 per hour, which is \$8.54 below the single working adult living wage of \$28.33 for Sierra College's district. Median hourly earnings for the occupation are just below the district's living wage at \$28.16. (Please see Appendix B for notes about FY 2024 updates to the living wage).
- Awards data analysis shows that Greater Sacramento community colleges conferred an average of 100 awards (certificates and associate degrees) in automotive technology programs over the last three academic years. Private, for-profit institutions conferred another 455 awards in related programs between 2020-21 and 2022-23.

Recommendations include:

- Since 76% of automotive service technicians in Greater Sacramento are employed in industries other than the automobile dealer sector, community colleges should explore the workforce needs of the industries with the highest levels of employment of automotive technicians, including local auto repair and maintenance shops, retailers, and local and state government.

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:

- Automotive Service Technicians and Mechanics (49-3023)

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

- Alternative Fuels and Advanced Transportation Technology (0948.40)
- Automotive Technology (0948.00)

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

- Automobile/Automotive Mechanics Technology/Technician (47.0604)

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
Automotive Service Technicians and Mechanics	5,305	5,691	386	7%	554
North (Greater Sacramento)	5,305	5,691	386	7%	554
Automotive Service Technicians and Mechanics	7,060	7,459	399	6%	719
North Far North	7,060	7,459	399	6%	719
Automotive Service Technicians and Mechanics	72,288	75,154	2,866	4%	7,008
California	72,288	75,154	2,866	4%	7,008

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

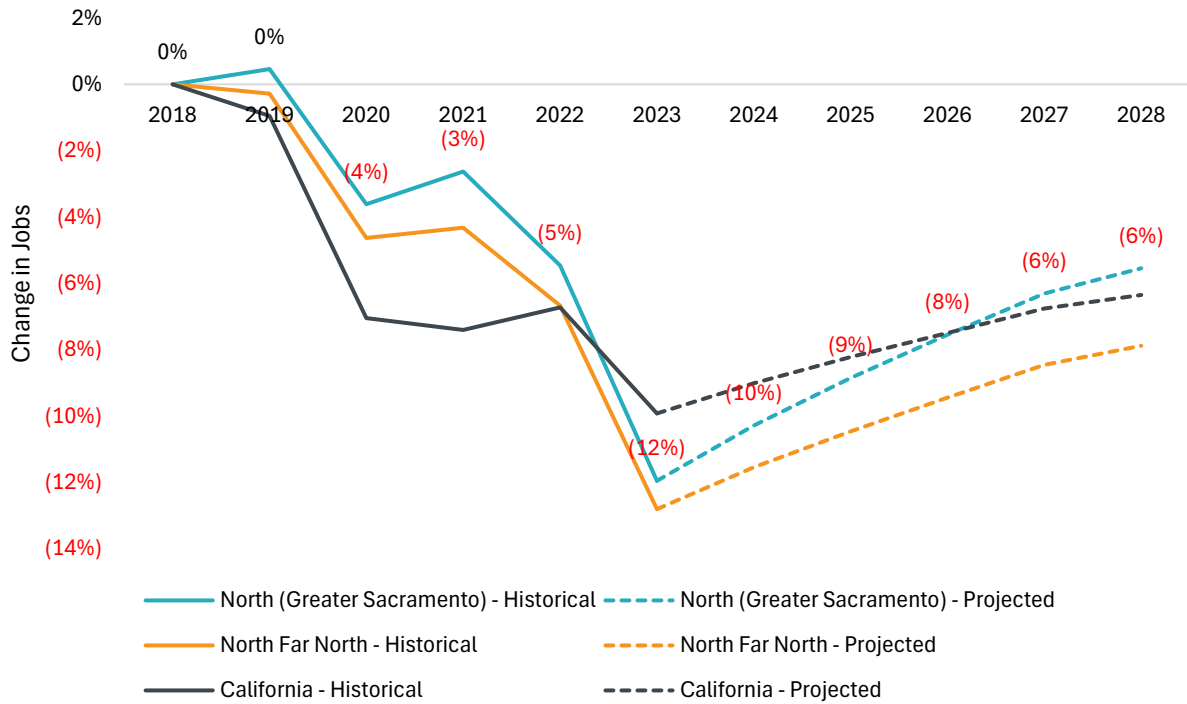


Exhibit 3 shows the industries with the most employment for automotive service technicians and mechanics in the Greater Sacramento subregion.

Exhibit 3. Industries with the most jobs, 2023

Industry	2023 Jobs in Industry	2023 Share of Jobs in Industry
Automotive Repair and Maintenance	2,803	53%
Automobile Dealers	1,278	24%
Automotive Parts, Accessories, and Tire Retailers	280	5%
State Government, excluding Education and Hospitals	264	5%
Local Government, excluding Education and Hospitals	130	2%

OCCUPATIONAL EARNINGS

Exhibits 4 and 5 compare the percentile hourly earnings for the selected occupations to the living wage for one working adult and a working family that resides in the county of the community college district that requested this report.^{2,3} For additional information about COE's changes in living wage comparisons, see Appendix B.

Sierra College requested this report, and the living wage for a working adult residing in the same county as the community college's district office is \$28.33 per hour.

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

Exhibit 4. Hourly earnings by occupation, 2023

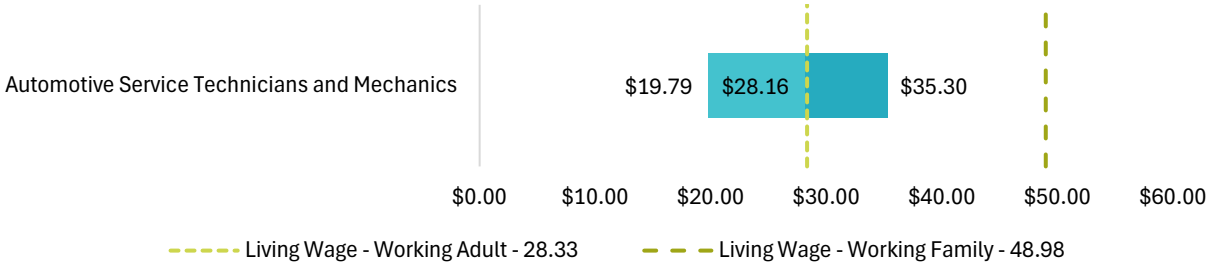


Exhibit 5. Median hourly earnings vs. CCD's living wage

Occupation	Median Hourly Earnings	Difference from Working Adult Living Wage (Negative is below LW)
Automotive Service Technicians and Mechanics	\$28.16	(\$0.17)

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 small family is defined as one working adult and one school aged child (between the ages of 5 and 12 years).

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 posting 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 1,250 online job postings for automotive service technicians and mechanics across the Greater Sacramento subregion. Job posting data comes from and represents unique advertisements newly posted online during the last 12 months, from August 2023 through July 2024.

Top Employers and Job Titles

Exhibit 6 details the number of online job postings for the selected occupations.

Exhibit 6. Job postings by occupation

Occupation	Unique Job Postings	Share of Job Postings
Automotive Service Technicians and Mechanics	1,250	100%
Total Job Postings	1,250	100%

Exhibit 7 shows the industries with the most postings relevant to automotive service technicians and mechanics across Greater Sacramento.

Exhibit 7. Industries with the most postings

Industry	Number of Job Postings
Automotive Repair and Maintenance	347
Automobile Dealers	161

Industry	Number of Job Postings
Rubber Product Manufacturing	49
Automotive Parts, Accessories, and Tire Retailers	34
Motor Vehicle Manufacturing	32
Travel Arrangement and Reservation Services	25

Exhibit 8 shows the top 10 employers with the most job postings relevant to automotive service technicians and mechanics across Greater Sacramento.

Exhibit 8. Employers with the most postings

Employers	Number of Job Postings
Bridgestone Corporation	49
Crash Champions	40
Carvana	37
AutoNation	24
Chevrolet	22
CarMax	20
AAA	20
Hi Tech Auto Care	20
Big Brand Tire & Service	20
Jiffy Lube	16

Exhibit 9 shows the top 10 job titles with the most job postings relevant to automotive service technicians and mechanics across Greater Sacramento.

Exhibit 9. Top job titles with the most postings

Employer	Number of Job Postings
Automotive Technicians	210
Smog Technicians	76
Lube Technicians	70
Automotive Service Advisors	62
Automotive Technicians/Mechanics	53
Mechanics	44
Automotive Mechanics	42
Service Technicians	33
Tire and Lube Technicians	31
Automotive Service Technicians	28

Most Requested Qualifications and Skills

Exhibit 10 shows the most frequently employer-requested certifications for jobs related to automotive service technicians and mechanics across Greater Sacramento.

Exhibit 10. Most in-demand certifications

Certification	Job Postings
Automotive Service Excellence (ASE) Certification	172
ASE Advanced Engine Performance Certification	11

Exhibit 11 shows the most frequently requested specialized, common, and software skills for automotive service technicians and mechanics across the Greater Sacramento subregion.⁴

Exhibit 11. Most in-demand skills

⁴ Specialized skills are those primarily required to perform specific tasks in an occupation. Essential skills are typically related to employability. These are skills that are prevalent across many occupations, and include both interpersonal attributes and learned skills (aka "soft skills"). Software skills are specific to any software tool or programming component used to support a job.

Specialized Skills	Common Skills	Software Skills
Automotive Services	Customer Service	Spreadsheets
Changing Oil	Communication	Microsoft Excel
Brakes	Lifting Ability	Inventory Control Systems
Transmission	Detail Oriented	Microsoft Outlook
Suspension (Vehicle)	Good Driving Record	Microsoft Office
Oil and Gas	Sales	--
Mechanics	Troubleshooting (Problem Solving)	--
Hand Tools	Management	--
Tires	Problem Solving	--
Electrical Systems	Computer Literacy	--

Exhibit 12 shows the employer-preferred minimum level of education for job postings related to automotive service technicians and mechanics across Greater Sacramento.⁵

Exhibit 12. Employer-preferred education

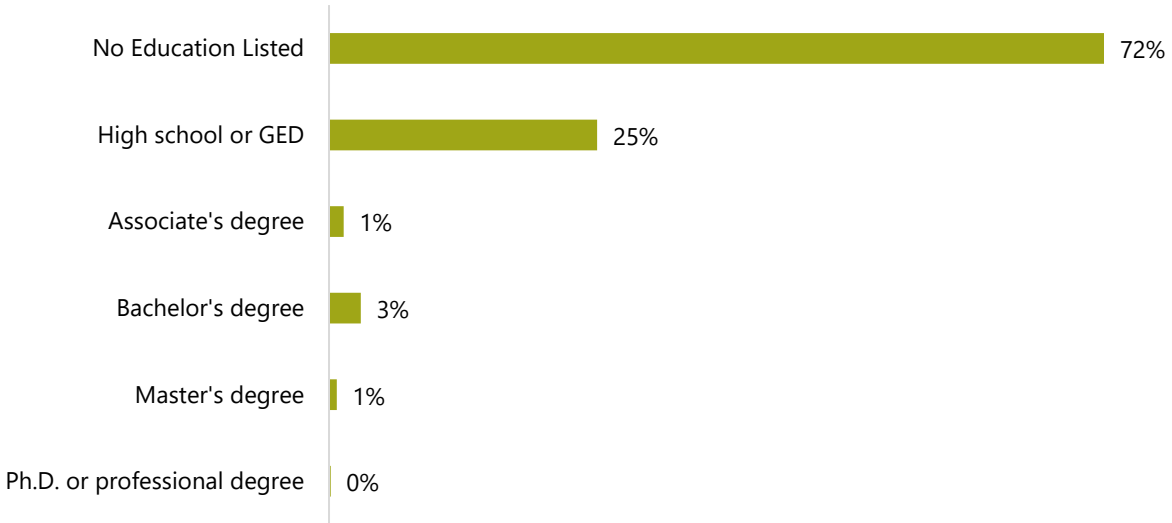
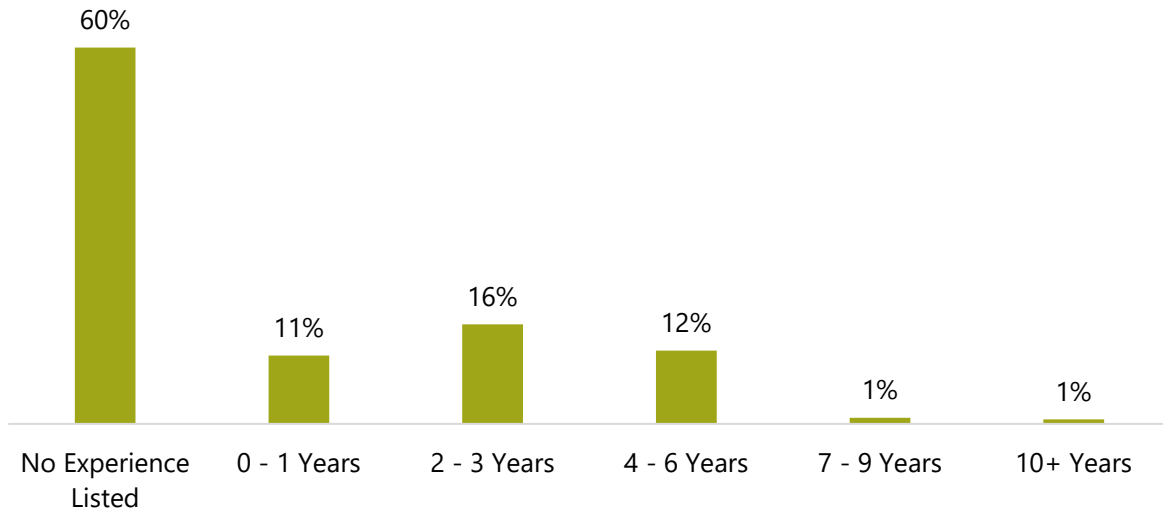


Exhibit 13 shows the employer-preferred minimum level of experience for job postings related to automotive service technicians and mechanics across Greater Sacramento.⁶

Exhibit 13. Employer-preferred job experience



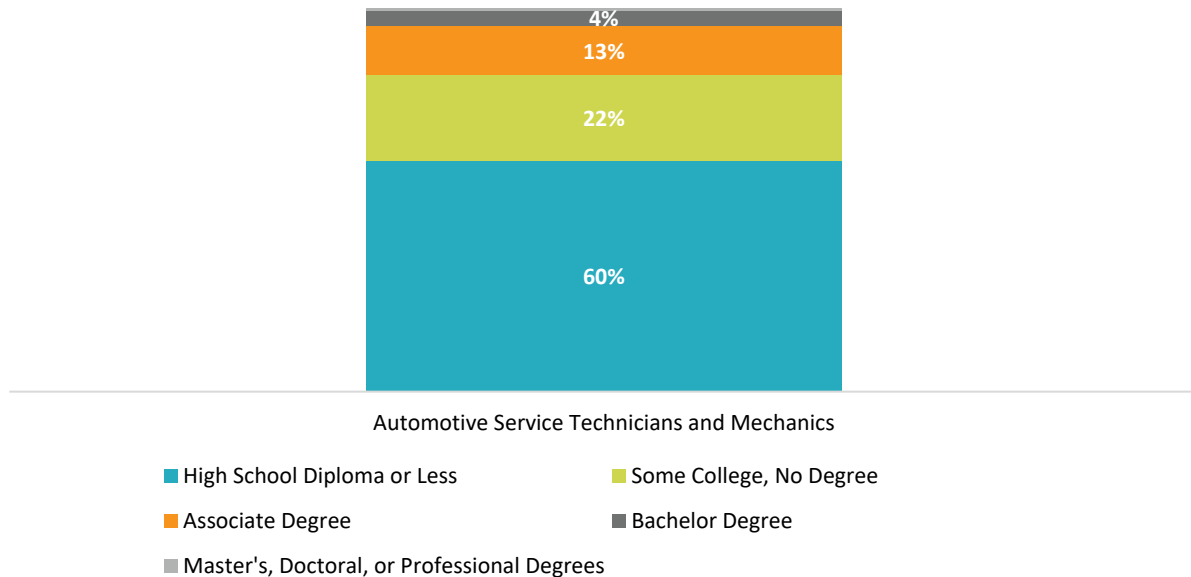
⁵ Employers may include more than one level of education as a hiring requirement in a job posting. As a result, the values in exhibit 9 may sum to greater than 100%.

⁶ Employers may include more than one level of experience as a hiring requirement in a job posting. As a result, the values in exhibit 10 may sum to greater than 100%.

EDUCATION AND TRAINING REQUIREMENTS

The US 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 selected occupations across the United States.

Exhibit 14. US educational attainment for workers 25 years and older by occupation, 2019 and 2021



The US 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 selected occupations' typical entry-level job requirements.

Exhibit 15. Typical entry-level job requirements

Occupation	Entry-level Education Requirements	Work Experience Requirements	On-The-Job Training Requirements
Automotive Service Technicians and Mechanics	Postsecondary nondegree award	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"> Alternative Fuels and Advanced Transportation Technology (0948.40) Automotive Technology (0948.00) 	<ul style="list-style-type: none"> Automobile/Automotive Mechanics Technology/Technician (47.0604)

Community College Supply

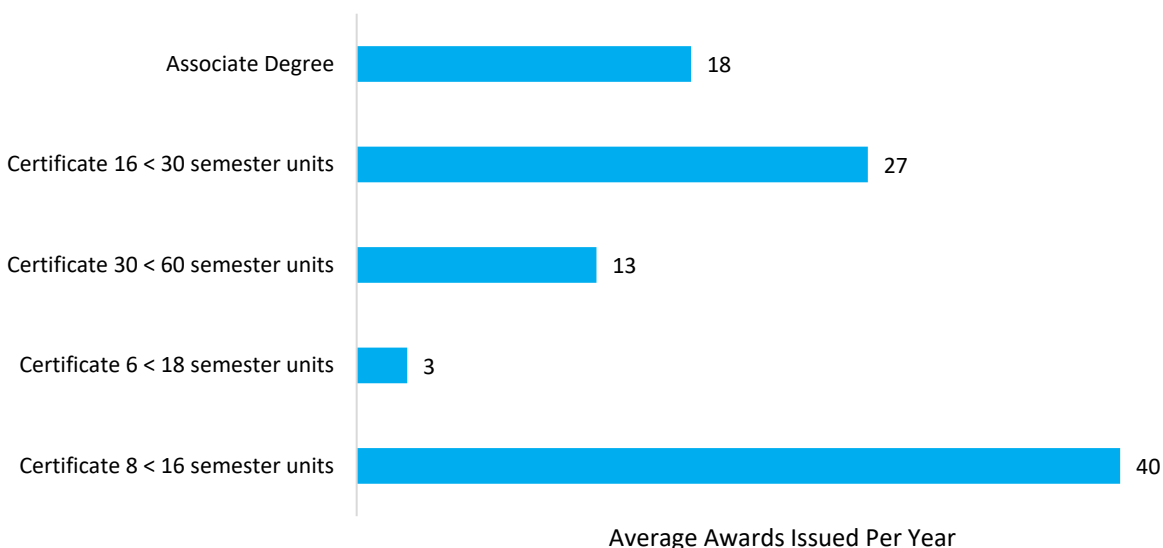
Exhibits 16 and 17 compare the average number of certificates and degrees from selected Greater Sacramento community college programs over the last three academic years.

Exhibit 16. Annual average community college awards by program

Program - TOP Code	College	Annual Awards 2020-21	Annual Awards 2021-22	Annual Awards 2022-23	3-Yr Annual Awards Average
Alternative Fuels and Advanced Transportation Technology (0948.40)	American River	--	--	1	1
	Subtotal	--	--	1	1
Automotive Technology (0948.00)	American River	12	11	24	16
	Cosumnes River	5	49	165	73
	Sierra	2	0	0	1
	Yuba	8	23	1	11
	Subtotal	27	83	190	100
	Grand Total	27	83	191	100

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

Exhibit 17. Annual average community college awards by type, 2020-21 through 2022-23



Other Postsecondary Supply

Exhibit 18 compares the average number of degrees that non-community college training providers conferred in the Greater Sacramento subregion over the last two academic years. Please note that non-community college data often lags by one year.

Exhibit 18. Other postsecondary awards by program

Program - CIP Code	Institution	Annual Awards 2020-21	Annual Awards 2021-22	Annual Awards 2022-23	3-Yr Annual Awards Average
Automobile/Automotive Mechanics Technology/Technician (47.0604)	UTI of Northern California	336	406	477	406
	UEI College	36	55	54	48
	Grand Total	372	461	531	455

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

FINDINGS

This report focuses on one occupation in the automotive technology career pathway: Automotive Service Technicians and Mechanics (SOC 49-3023).

Occupational Demand

- The Greater Sacramento subregion contained more than 5,300 automotive service technology jobs in 2023. These jobs are projected to increase by 7% over the next five years, adding 386 new jobs to the subregion by 2027.
- Automotive service technician jobs are projected to grow faster in the Greater Sacramento subregion than in California at 7% vs 6%.
- Over the next five years, automotive service technician jobs are projected to have 554 annual openings in the Greater Sacramento subregion.

Wages

- Analysis of wage data shows that automotive service technicians earn an entry-level wage of \$19.79 per hour, which is \$8.54 below the single working adult living wage of \$28.33 for Sierra College's district.
- Median hourly earnings for the occupation are just below the district's living wage at \$28.16.

Job Postings

- In the last 12 months, there were 1,250 online job postings for automotive service technician and mechanics jobs across the Greater Sacramento subregion.
- Most job postings came from employers outside of the automotive dealer industry. Only 161 of the 1,250 job postings were from dealerships. Employers in the automotive repair and maintenance industry had the most job postings at nearly 350. According to the US Census Bureau, the automotive repair and maintenance industry group consists of establishments involved in providing repair and maintenance services for automotive vehicles, such as passenger cars, trucks, vans, and all trailers. Establishments in this industry group employ mechanics with specialized technical skills to diagnose and repair the mechanical and electrical systems for automotive vehicles, repair automotive interiors, and paint or repair automotive exteriors.

Education and Training Requirements

- Across the US, 45% of incumbent workers employed in the automotive service technician and mechanic occupation have educational attainment levels consistent with community college offerings (some college or associate degrees). Another 60% of workers in the occupation have a high school diploma or less.

- The typical entry-level job requirements for automotive service technicians and mechanics include a postsecondary nondegree award and short-term on-the-job training.

Postsecondary Supply

- Four Greater Sacramento community colleges offer degrees and certificates in programs related to automotive technology. These programs conferred an average of 100 awards (certificates and associate degrees) in automotive technology pathway programs over the last three academic years (2020-21 through 2022-23).
- Local non-community college postsecondary training providers also offer training related to the studied occupations. Between 2020-21 and 2022-23, non-community college training providers conferred an average of 455 awards in automotive mechanics technology programs over the last three years. Please note that non-community college awards data often lags by one year.

RECOMMENDATIONS

Based on a comparison of annual openings to average annual awards in the Greater Sacramento subregion, there seems to be a balance between demand for automotive technicians and educational supply from automotive technology programs.

The North Far North Center of Excellence recommends the following:

- The balance between demand and supply suggests that there is little room for additional automotive training programs in the region. However, nearly three-quarters of the supply comes from UTI of Northern California, which is a private, for-profit postsecondary institution. UTI of Northern California is also thought to be a regional trainer as it represents one of five colleges in the western US.

Though little is known about the employment outcomes of UTI graduates, [an online document](#) lists local car dealerships as key employers for the college's graduates. In 2023, automotive dealerships employed about 24% of Greater Sacramento's automotive technician workforce, while another 65% of automotive technicians were employed by small automotive repair and maintenance shops, automotive parts, accessories, and tire retailers, and state and local government. If UTI is primarily targeting automotive dealerships for the employment of its program graduates, then there may be a gap in the automotive technician workforce's needs of other industries.

Community colleges interested in starting new automotive technology programs should explore the workforce needs of small businesses and governmental agencies to develop programs targeted to those industries.

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. US Department of Education. <https://nces.ed.gov/ipeds/>.

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

Lightcast 2024.3; 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. US Department of Labor/Employment and Training Administration (DOL ETA). <https://www.onetonline.org/>.

Self-Sufficiency Standard Tool for California. The University of Washington. <http://www.selfsufficiencystandard.org/>

"Taxonomy of Programs." California Community Colleges Chancellor's Office. June 2012, 6th Edition. <https://www.cccco.edu/-/media/CCCCO-Website/About-Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513pdf.ashx>

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

APPENDIX B. WAGES AND THE LIVING WAGE

About 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 NFN COE uses the 25th and 75th percentile hourly wages as a proxy 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).

The NFN COE currently uses the most recent version of the [MIT Living Wage Calculator](#) to estimate 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. The NFN COE will revise this practice as needed to ensure continued alignment with the Chancellor's Office.

Comparing occupational earnings to the living wage

Prior to the 2024 fiscal year, the NFN COE compared the 25th percentile hourly earnings of an occupation to a subregional average living wage for one working adult employed in either the North or Far North subregions.

However, beginning in fiscal year 2024, the NFN COE will compare the 25th percentile hourly earnings of an occupation to the living wage for one single, working adult (no dependents)

employed in the county of the community college district. 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 CCC 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.

Living Wage by Community College District Office Location

Community College District (CCD)	Location of District Office (County)	2024 Living Wage – One Working Adult
Butte-Glenn	Butte	\$21.95
Feather River	Plumas	\$21.39
Lake Tahoe	El Dorado	\$27.15
Lassen	Lassen	\$21.13
Los Rios	Sacramento	\$25.19
Mendocino-Lake	Mendocino	\$23.08
Redwoods	Humboldt	\$21.48
Shasta-Tehama-Trinity Joint	Shasta	\$21.93
Sierra Joint	Placer	\$28.33
Siskiyou Joint	Siskiyou	\$20.89
Yuba	Sutter	\$23.22
<i>California minimum wage - all industries except fast food and healthcare</i>		\$16.00
<i>California minimum wage - fast food (eff. April 1, 2024)</i>		\$20.00
<i>California minimum wage – Healthcare (effective date is unknown)</i>		\$18-23, depending on type of facility

Sources: 1) MIT Living Wage Calculator (<https://livingwage.mit.edu/>) and 2) State of California Department of Industrial Relations (https://www.dir.ca.gov/dlse/minimum_wage.htm).

Funding Acknowledgement: This report was made available with Strong Workforce Program funding from the North Far North Regional Consortium.

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.

© 2024 California Community Colleges Chancellor's Office,
Centers of Excellence for Labor Market Research, Economic and
Workforce Development Program



CENTERS OF EXCELLENCE
FOR LABOR MARKET RESEARCH

**FOR MORE INFORMATION,
PLEASE CONTACT:**

Ebony J. Benzing, Director
North (Greater Sacramento)
Center of Excellence

Ebony.Benzing@losrios.edu

(916) 563 - 3215