



# Education and Human Development

Far North  
Subregional Sector Profile



2023



## FIVE-YEAR OUTLOOK

**5%**  
sector job growth  
over next five years

**3,100+**  
annual job openings  
over next five years

**17%**  
of Far North's  
jobs

This project is supported by Strong Workforce Program (SWP) funding.



# Introduction

This sector profile highlights in-demand, middle-skill jobs that pay above a living wage.

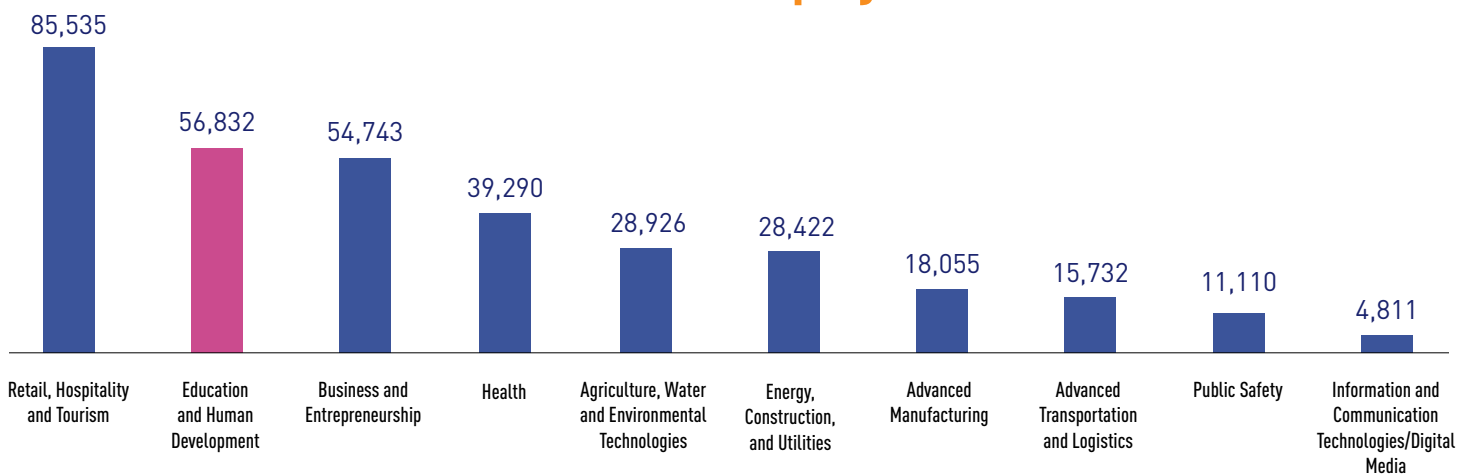
Middle-skill jobs, those which require education or training beyond a high school diploma but less than a bachelor's degree, are a critical component of the overall workforce and support the economic vitality of the region and the state.

This sector profile summarizes key data about current and projected workforce demand, hourly wages, job postings, and community college programs to support the goals of California's Strong Workforce Program (SWP).

SWP is an initiative designed to expand career education (CE) programs offered by the California Community Colleges to supply a skilled workforce to California's employers. The North Far North Regional Consortium (NFNRC) is charged with coordinating the planning and implementation of CE programs among community colleges within the 22-county North/Far North region, which includes the North (Greater Sacramento) and Far North subregions.

The Far North subregion encompasses 15 counties (Butte, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Plumas, Shasta, Sierra, Siskiyou, Tehama, and Trinity) and seven community colleges (Butte, College of the Redwoods, College of the Siskiyou, Feather River, Lassen, Mendocino, and Shasta).

## Far North 2021 Sector Employment



# SECTOR Highlights



56,832  
Jobs in 2021

59,790  
Projected Jobs in 2026

5%  
Projected Job Growth,  
2021-2026

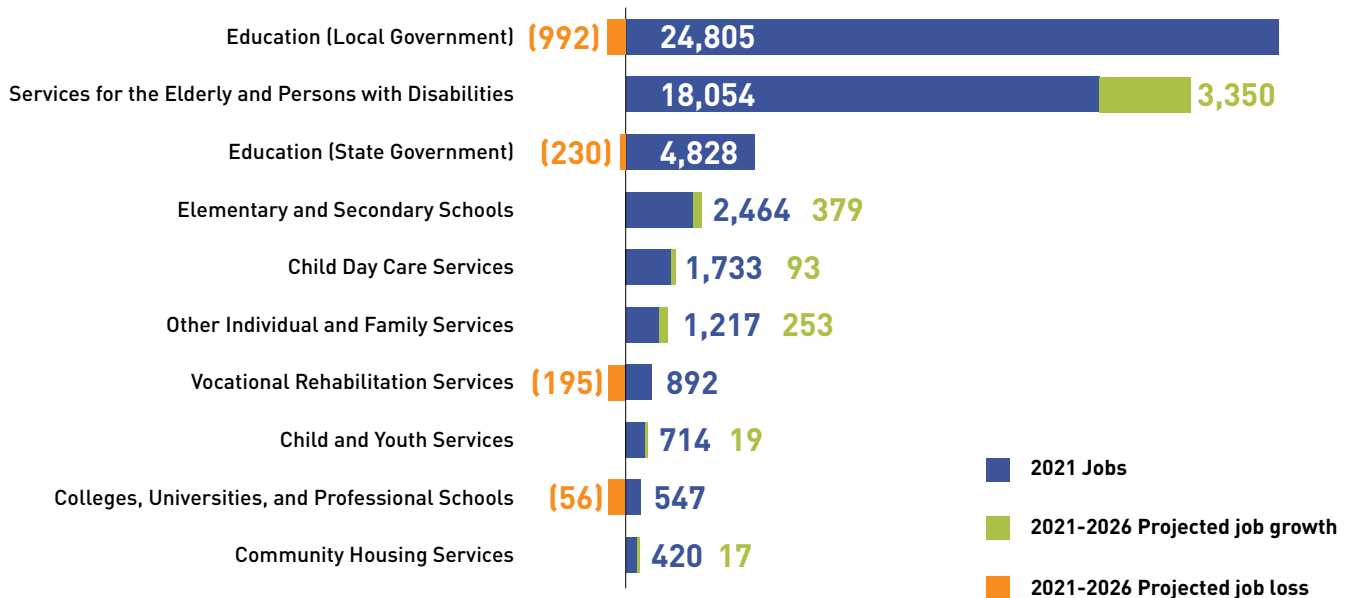
2,958  
New Jobs by 2026

15,986  
Businesses

16.6%  
% of Far North  
Employment, 2021

Note: The Education and Human Development sector includes 26 distinct 6-digit NAICS codes. Contact the NFN COE for a complete listing of NAICS codes by sector.

## Employment by Industry Subsector

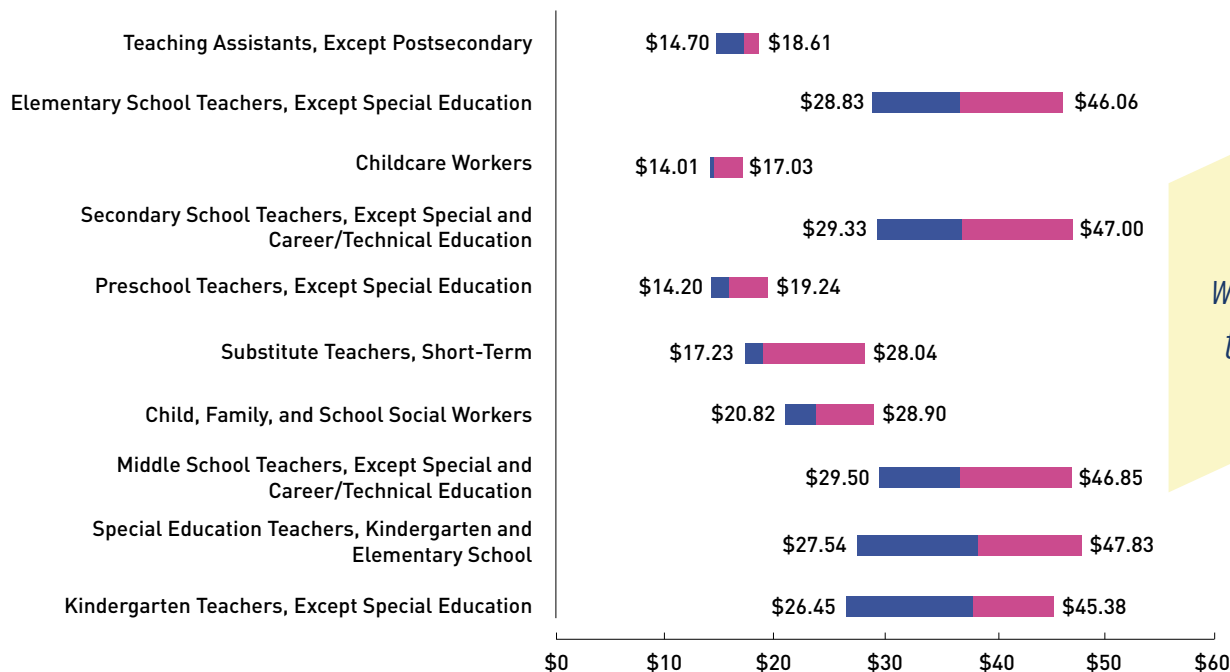


# Priority Middle-Skill Occupations

Occupation	2021 Jobs	2021-2026 Projected % Change	2021-2026 Average Annual Openings	Typical Entry-Level Education
Teaching Assistants, Except Postsecondary	3,747	(1%)	357	Some college, no degree
Childcare Workers	1,946	(4%)	281	High school diploma or equivalent
Preschool Teachers, Except Special Education	1,359	6%	159	Associate degree
Elementary School Teachers, Except Special Education	4,469	(2%)	335	Bachelor's degree
Secondary School Teachers, Except Special and Career/Technical Education	2,393	1%	179	Bachelor's degree
Substitute Teachers, Short-Term	1,352	0%	159	Bachelor's degree
Child, Family, and School Social Workers	972	7%	105	Bachelor's degree
Middle School Teachers, Except Special and Career/Technical Education	1,186	1%	93	Bachelor's degree
Special Education Teachers, Kindergarten and Elementary School	407	0%	31	Bachelor's degree
Kindergarten Teachers, Except Special Education	275	0%	29	Bachelor's degree

Note: Jobs for the above occupations may not solely exist in this sector and may be found in other sectors that require related services. Projected change includes new job growth and replacements.

## Middle-Skill Hourly Wage Ranges



*These occupations pay a starting wage at or above the subregion's living wage.*

Note: The hourly wage ranges include the 25th percentile (entry-level), median, and 75th percentile (experienced) hourly earnings for workers employed in these occupations across the Far North subregion where the minimum wage in 2021 was \$15.



# Priority Middle-Skill Job Postings



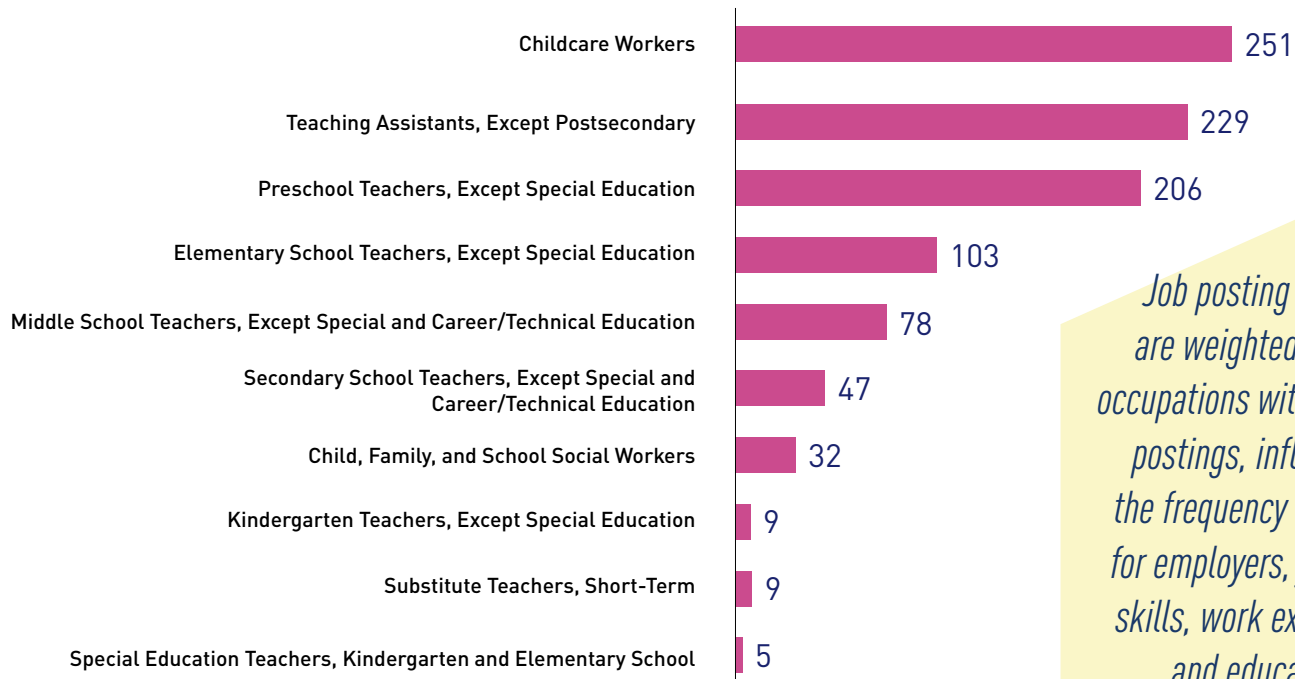
*Posting intensity is the ratio of duplicated to unique job postings. A higher-than-average posting intensity can mean employers are putting more effort into hiring.*

969  
Online Job Postings

2:1  
Posting Intensity  
(Regional Average 3:1)

Note: Job postings count the number of online job postings advertised in the 15-county Far North subregion between January 1, 2022 - March 31, 2023. Postings are limited to in-state employers and exclude staffing companies. Job posting results represent the top 10 priority middle-skill occupations.

## Job Postings by Occupation



*Job posting results are weighted toward occupations with the most postings, influencing the frequency of results for employers, job titles, skills, work experience, and education.*



## Top Employers & Job Titles

### Employers with the Most Postings

E-Center
Shasta College
Konocti Unified School District
Mendocino College
Gateway Unified School District

### Job Titles with the Most Postings

Nannies/Babysitters
Preschool Teachers
Associate Teachers
Classroom Aides
Head Teachers

## Most In-Demand Skills

### Specialized Skills

- Child Development
- Early Childhood Education
- Preschool Education
- Individualized Education Programs (IEP)
- Head Start (Education Program)

### Soft Skills

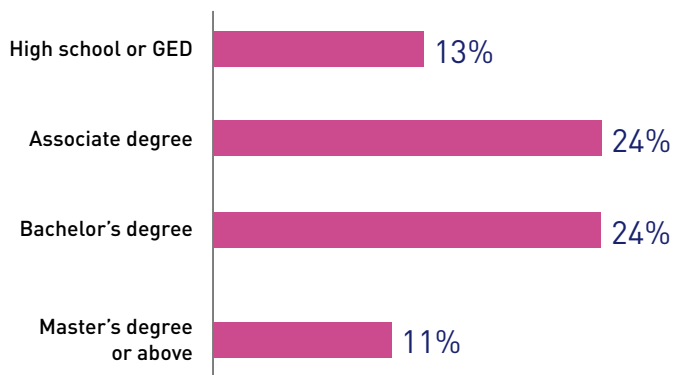
- Teaching
- Communications
- Management
- Planning
- Mathematics

### Software and Technical Skills

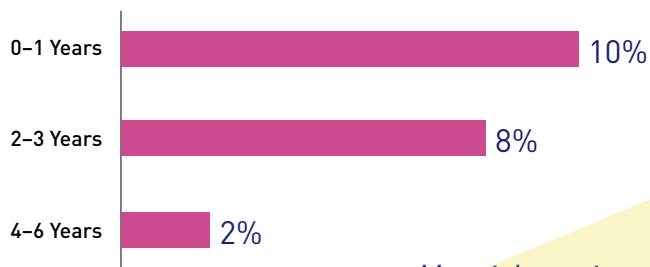
- Microsoft Office (Access, Excel, Outlook, PowerPoint, Word)
- Zoom
- Student Information Systems
- Database Software/Systems
- Learning Management Systems

## Education & Experience in Postings

### Employer-Preferred Education



### Employer-Preferred Work Experience



*Most job postings do not include a preferred education or experience level.*

# Community College Programs



Butte College	College of the Redwoods	College of the Siskiyou	Feather River College	Lassen College	Mendocino College	Shasta College
Early Childhood Education	Early Childhood Education	Early Childhood Education	Early Childhood Education	Early Childhood Education	Early Childhood Education	Early Childhood Education
Child Development			Teacher	Child Development	Child Development	Human Services
					Family Relations	







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## Sources

- Lightcast 2022.4 - QCEW Employees, Non-QCEW Employees, and Self-Employed
- Centers of Excellence for Labor Market Research Occupation Crosswalk
- California Community Colleges Chancellor's Office LaunchBoard
- California Community Colleges Chancellor's Office DataMart
- Integrated Postsecondary Education Data System (IPEDS)
- California Community Colleges Curriculum Inventory (COCI)

## Disclaimers:

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